

# State

UNITED STATES DEPARTMENT OF STATE

MAY 1993

National Foreign Affairs Training Center:

## CAMPUS NEARS COMPLETION





# LETTERS

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in July).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 516-1677. Contributions may also be dropped off in Room 3811 Main State.

Although intended for internal communication, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Editor Sanford (Whitey) Watzman  
Assistant editor Barbara Quirk  
Staff assistant Kim Banks □



A view of the new facility in Virginia, near Washington. Classrooms are on right, library is in the center, the conference and dining areas are on left. (State Department photo by Robert Kaiser)

## 'Bad manners'?

TEL AVIV, ISRAEL

DEAR EDITOR:

Effective foreign policy relies on accurate and timely communication. That said, I wish to raise the issue of the Department's use of niact cables to dispatch information that truly does not require night action. As background, let me give you a few examples of some recent niact messages and the times they were received at the Embassy in Tel Aviv:

(1) Notification of a passport waiver for an American citizen traveling to Israel who was not due to arrive until after close of business the following work day (4 a.m.).

(2) A press release from the White House on the situation in Russia distributed to all embassies and consulates world-wide (3 a.m.).

(3) A thank-you letter from the Secretary of State to the prime minister (5 a.m.).

In all of these cases, no action was necessary or even possible until the following work day. As for messages to be delivered to the host government, no diplomat, let alone anyone who is the least bit diplomatic, would think of waking up the intended recipient in the middle of the night for anything less than an actual emergency.

In a time of increasing pressure on the U.S. Government and State Department budgets, it seems ludicrous to be sending out needless niact messages, in some cases for world-wide distribution. Paying overtime to communicators and duty officers is costly, and depriving these officers of their sleep robs them of their productivity the following workday.

Our communications program unit tells me that messages which are important but which do not require night action can be held at Main State's communications unit and transmitted to arrive at post at the opening of business. If this is indeed the case, I would like to know why messages which cannot and should not be acted on at night continue to be sent. Is this proliferation of unnecessary niacts

simply bad management or really a case of bad manners?

Sincerely,  
JERRY MALLORY  
Economic officer

*The Operations Center replies: As the Office responsible for providing final clearance on all outgoing niacts, we are very conscious of the need to limit the use of the niact precedence to those cables which demand urgent action in the field regardless of the hour. We work closely with the bureaus that assign the precedence, to convey to drafting officers the importance of considering carefully whether "night action" is needed. □*

## Allegation of smut

WASHINGTON

DEAR EDITOR:

As Women's History Month draws to a close, I cannot help but wonder why the Department still permits a large amount of pornography to be sold at the two newsstands in Main State. Is it truly necessary to provide Department employees with immediate access to pornography at the workplace?

Sincerely,  
LINDA M. HOLMES  
Desk officer,  
Central European Affairs □

## 'Plain brown wrapper'

BRUSSELS, BELGIUM

DEAR EDITOR:

I would like to echo the letter of Dennis Kux, chairman, Senior Foreign Service Association (March issue), on the shabby manner in which the Foreign Service bids farewell to its retirees. When I retired from the U.S. mission to the European Community in January 1987, I received courteous and efficient assistance from the Retirement Division but nary a "thanks for the memories" from anyone else in the Department. About six months

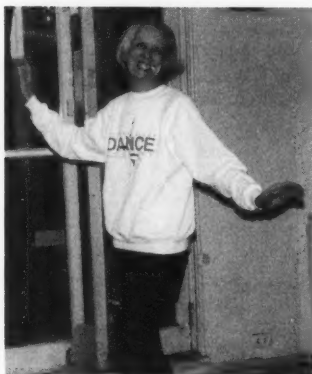
—(Continued on Page 66)

# State

NO. 366

UNITED STATES DEPARTMENT OF STATE

MAY 1993



15



22



37

## News Stories

- 2 Foreign affairs training: good-by to Rosslyn
- 11 Salaries and expenses budget: no more dollars, fewer jobs
- 16 Clinton names choices for 4 more chieftans at State
- 17 2 are selected as delegates to United Nations
- 18 Envoys for 3 nations
- 19 Atwood to A.I.D.
- 19 Clinton to resubmit 7 names Bush had sent to Senate
- 24 Istanbul's Dion wins Raphael award
- 25 Pete Pierce: Keogh Award
- 27 Gays in foreign affairs agencies have organized
- 68 Joseph Jova is dead

## Feature Stories

- 15 A hooper at State
- 20 Arrival from Vietnam
- 21 Food for the people of Djibouti (thanks to the U.S. Foreign Service)
- 23 An ode to Iceland
- 26 Evaluation reports: another critique
- 44 "An excellent fit" for teacher of Mongolian

---

## Photo Stories

- 36 Post of the Month: Conakry

## Departments and Features

- 33 Anapestic Assignments
- 16 Appointments
- 28 "Ask Dr. Kemp"
- 47 Bureau Notes
- 42 Education and Training
- 27 Equal Employment Opportunity
- 24 Honors and Awards (see also Page 64)
- 17 Look-Alikes
- 62 Music at State
- 11 News Highlights
- 67 Obituaries
- 30 Personnel: Civil Service
- 33 Personnel: Foreign Service
- 23 Verse

# DEPARTMENT OPERATIONS

October is target date for move to 72-acre campus; 'new era' training is at hand

BY LAWRENCE P. TAYLOR  
Director, Foreign Service Institute

*"A new presence on the northern Virginia landscape is taking shape, a low-rise learning village for the U.S. foreign affairs community, unlike anything ever seen before." (From a 1992 institute video)*

The brand-new National Foreign Affairs Training Center, replacing the Foreign Service Institute, is nearing completion on 72 acres of northern Virginia wooded countryside—and you could be in class there as early as October.

It's a facility that I believe is going to become an important agent for constructive change in dealing with U.S. foreign affairs in this post-cold war world. We're on the threshold of a new era in foreign affairs training—and I want to tell about that in detail—but first I want to share with you what you're going to see when you arrive there.



Congressman James P. Moran (D.-Va.), right, is welcomed to the construction site by Foreign Service Institute director Lawrence P. Taylor.



Aerial photo of the new training center complex, touched up by an artist. At lower right are parking spaces and the visitors center, where the shuttle bus will arrive. At lower left is the gymnasium and swimming

pool, and beyond it is the old main building, which was known as Arlington Hall. The cafeteria and conference facility are in the center. Classrooms are on right.

First of all, it's a campus—a horseshoe-shaped configuration of new low-rise buildings integrated with some buildings already there, partially encir-

cling a large open area. You'll be looking at what emerged from an intensive architectural competition that ended with the adoption of a design submitted by a joint-venture Philadelphia and Alexandria firm.

Your indoor and outdoor environment will have changed dramatically from that of the high-rise congestion of Rosslyn, Va. For one thing, all the classrooms (the language classrooms alone will total 195) will have openable windows, and the students in each classroom will be able to control the temperature. The hallways are designed to "flow together." In two weeks there you may encounter virtually every other trainee and staff member, as contrasted with Rosslyn, where today you rarely see your colleagues on the floor just above or below, except in the elevators. You'll find the outside to be campus-like, with extensive walking paths and places to congregate—a great environment for training and learning.

The Rosslyn annexes will continue to enroll and train students until October. Then, over a five-to-six-week period, there'll be an incremental shift to the campus at what used to be known as Arlington Hall Station. You'll have sev-

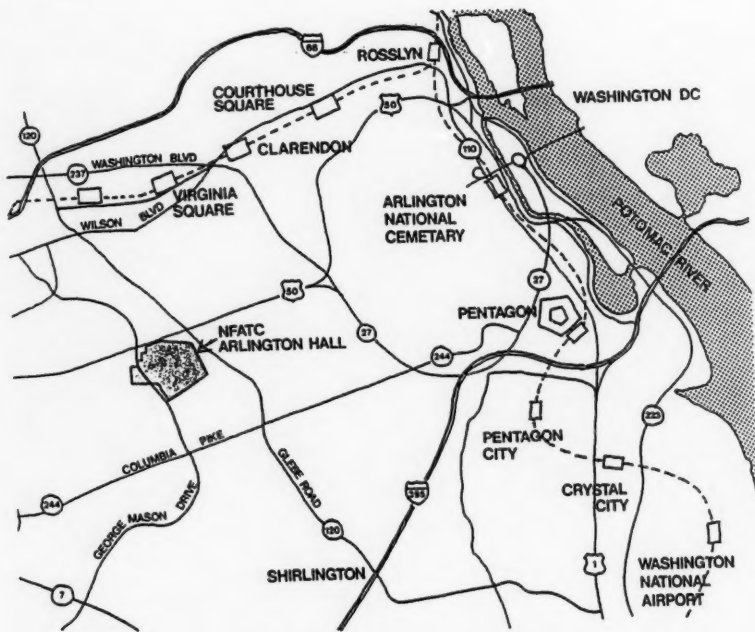




**The ceremonial entrance, leading to administrative offices, library and classrooms on right.**



**The visitors center: students will arrive here on the shuttle bus from Main State.**



The National Foreign Affairs Training Center is west of the Pentagon, southwest of Rosslyn, Va.

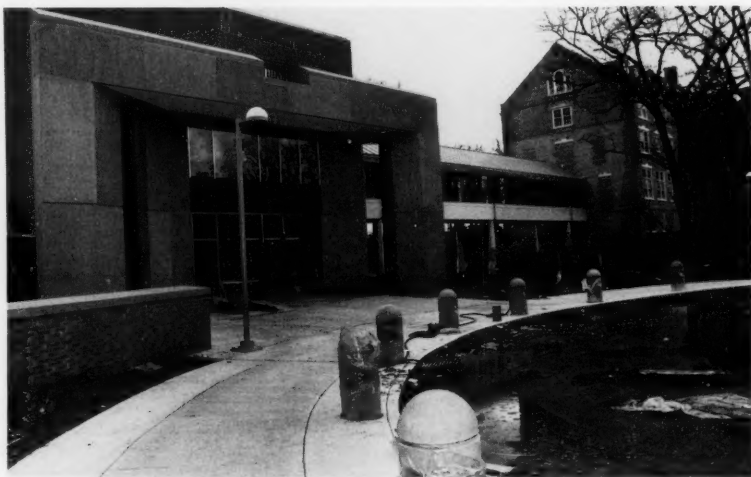
eral ways to reach there. First, there'll be a 12-minute nonstop shuttle bus from Main State. Second, you'll be able to arrive by Metro bus from either the Ballston or Rosslyn Metro rail stations—a 15-minute ride. Third, you can drive or, better yet, car-pool. There'll be parking.

The good news is that the training center isn't on the flight path to or from Washington National Airport, so those noisy interruptions to classroom concentration won't be occurring. The bad news (temporary) is that a move involving a couple thousand staff members and students and teaching materials, to say nothing of furnishings, is going to be disruptive. But special task forces have been working for the past six months seeking to anticipate in detail who and what goes where at the new campus and when. Class interruptions? Yes, but everything possible is being done, including using weekends for moves, to keep disruption of training to a minimum.

You'll eat in a cafeteria that seats 450 persons. There'll be separate rooms there for training or office functions, and the place will do double duty as an assembly hall large enough to accommo-

date schoolwide meetings and events sponsored by the Department. We want the cafeteria to offer a variety of good, healthful choices, particularly because there's no quick access to offsite restaurants.

*(State Department photos by Robert Kaiser)*



The ceremonial entrance with bridge leading to old Arlington Hall, which will house the Senior Seminar and the Overseas Briefing Center.

And speaking of health, an existing small gymnasium and the swimming pool remain intact, and they'll be available for scheduled use. Their very presence will allow us to incorporate "wellness" into our programs. Jogging and biking trails are projected. Be advised, too, that the training center will be a nonsmoking facility.

An emphasis on families will be an important aspect of the National Foreign Affairs Training Center, with its Overseas Briefing Center located strategically to support family interests. It will be close to other family-oriented services such as the cafeteria and health unit. A daycare center is on the boards—to be begun when funds are provided. And yes, inoculations will be available.

The Overseas Briefing Center is now seeing up to 16,000 persons a year who draw on its information and family support services. This number is likely to grow as other agencies participate in training to a greater extent than in Rosslyn.

Construction and related infrastructure costs (by the way, the National Foreign Affairs Training Center has been deemed eligible for placement on the National Register of Historic Places) are in the \$80-million range. We're figuring, though, that comparing the new facility costs with the leasing costs in Rosslyn, there'll be substantial long-term cost savings to the Department.



**Design feature: a classroom building with double staircase.**

O.K., so the physical relocation from Rosslyn may not seem all that exceptional. The distance is only a matter of minutes and it's still, after all, bricks and mortar. But you can be sure there's much more involved. This is a once-in-a-lifetime chance to "seize the moment"—to use the psychology and substance of the physical move in order to make an associated qualitative move in curriculum and training, towards excellence and greater relevance.

## The 'Agenda for Change'

Last August, we launched an "Agenda for Change" strategy to make the Foreign Service Institute a more active instrument of constructive change for the Department and the foreign affairs community as a whole—and to further the process of developing state-of-the-art training appropriate to U.S. interests in a dramatically changing post-cold war world. This "Agenda for Change" has four programmatic dimensions.



**This older building houses the gymnasium and swimming pool.**

First, a concept of "diplomacy for global competitiveness" has become a central organizing principle for all our training. Initiatives here are not just limited to such fields as economic/commercial, science, technology and the environment. They also include language, management, leadership and area studies as well. We want training that ties these

factors together, helps our missions to advance U.S. competitiveness, and better assists the U.S. private sector abroad. This concept should be a thread running through everything we do, from the orientation of our newest employees through the Senior Seminar and the ambassadorial seminars. It is intended for all personnel in all specialities, not just for economic/commercial officers. "Diplomacy for global competitiveness" involves the design of new courses, the redesign of existing courses and the building of new bridges between the training center and the private sector. On the bottom line, "diplomacy for global competitiveness" seeks to make clearer conceptually, and more effective operationally, the links between what we do abroad and jobs and the quality of life on Main Street, U.S.A.

A second part of the "Agenda for Change" is language/culture training. Qualitatively, we've been second to none in language training, but we aim to do better. This is a core resource; it's where our budget and personnel are concentrated. A few years ago, we offered instruction in some 46 languages; today it



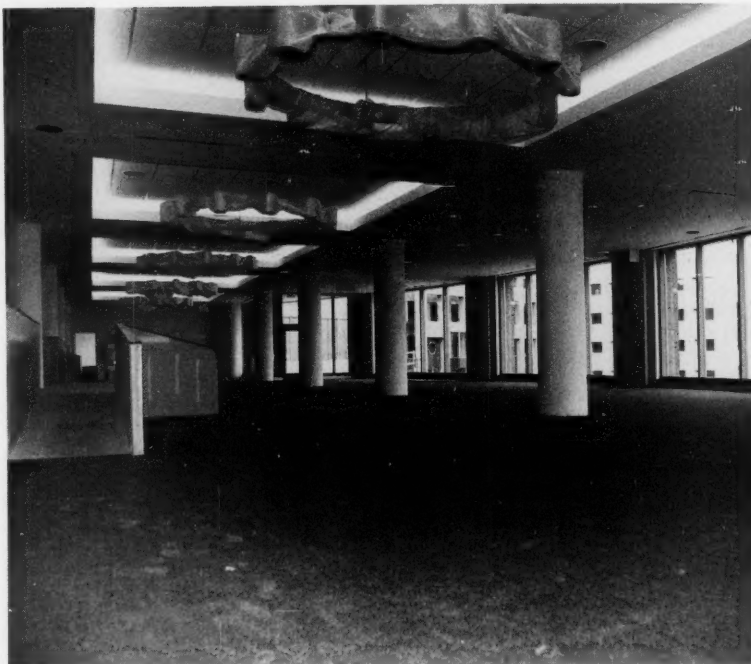
**The cafeteria.**

is 63, including the languages of most of the countries of the former Soviet Union.

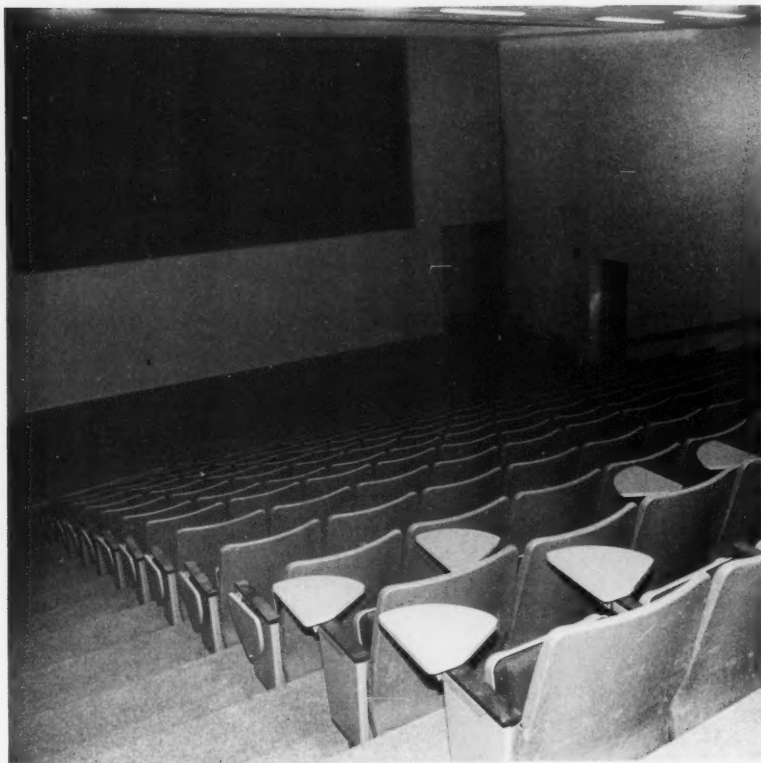
And along with new languages, we're going to introduce techniques not used before in our classrooms. Interactive computer systems and software will provide language instructors with new tools to engage you and help you to achieve higher levels of proficiency.

With the Department, we are reviewing basic assumptions that govern language training. For example, training for a 3/3 speaking and reading level. Is that what's optimal across the board, or should we tighten the focus on the kinds of language skills a given position actually requires? Can we train for 4/4 level proficiency? Most importantly, can we train you better to have you develop the confidence and competence to use the language effectively and continue to improve proficiency? A wholesale reexamination of language training, how we do it, and what our objectives are, is on the agenda for change. We're developing a pilot-project proposal to demonstrate

**The dining area, which includes conference facilities.**

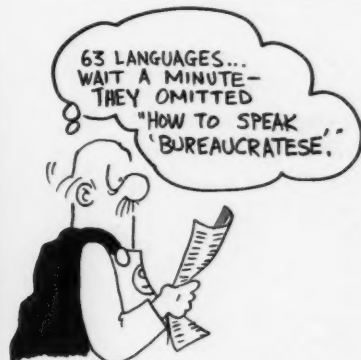






how we might train you better in languages. It may be in place by next fall.

A third area is leadership. In a sense,



we're all in the same "cone," the leadership cone, regardless of our functional specialty or position in the bureaucratic hierarchy, or whether we're Civil Service or Foreign Service. While it's scarcely a science, how to define leadership traits and how to use them can be examined. For example, more emphasis will be placed on "horizontal" leadership skills, such as leadership by example or

The main auditorium.

The library.



by negotiation or persuasion, and on process leadership. A greater emphasis on valuing and managing diversity in the workplace is an important part of contemporary leadership responsibilities. This will be reflected both in our management practices and in our training and outreach programs for the foreign affairs community.

The fourth area in the "Agenda for Change" is technology. We're developing a strategy to ensure that, within given resource limitations, we acquire the right technology and use it effectively in the training process. What technological tools are most relevant to what foreign affairs people do—and, more critically, in what environments? Training all of you in the use of modern information technology relevant to your jobs and careers will be a core part of the curriculum. Technology also could allow us to take training to the workplace, to do a better job of training our Foreign Service nationals, and to pioneer new approaches such as "just in time" training which could deliver information to end users literally as needed.

In addition to the dynamics of these programmatic innovations, the "Agenda for Change" will also stress a spirit of openness within our place and will initiate efforts to build stronger partnerships and

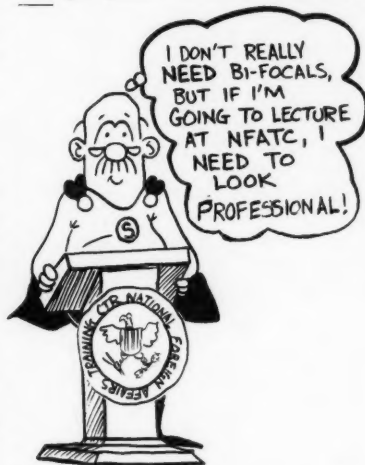
better communication between us and other parts of the Department and with other foreign affairs agencies. I view the "Agenda for Change" as a bridge to the future as the Foreign Service Institute becomes the National Foreign Affairs Training Center next fall.

### Leading to the change

Some 11 years ago, one of my predecessors, Steve Low, was on his way to a meeting at the Department when he came across an elaborate mockup of a high-rise downtown Washington building which included a tower with a little flag on top. On the flag were the letters F.S.I. Someone had deemed the projected international trade and cultural center to be a dandy location for the institute. In the event, the trade and cultural center remains a large, disputed excavation along Pennsylvania Avenue, while we're getting ready for a move to a building complex in a northern Virginia suburb, away from airline flight paths and traffic congestion and, mercifully, unfettered by elevator waits, office space rigidities and ever-rising rents.

The story of what ensued from that Foreign Service Institute mockup to today's National Foreign Affairs Training

Center reality can be pieced together through a maze of memoranda, meetings, hearings, phone calls and attestations



involving public interest groups, local government, Congress and a dozen or so foreign affairs agencies, including particularly the Pentagon, which held title to Arlington Hall Station, where its Army intelligence command was based but was in the process of relocating.

Secretary Shultz made the con-



A lecture room.



View from the conference center.

struction of this facility and training one of the Department's top priorities. Key congressional personalities caught the drift of the Department's long quest for a permanent campus setting, and lent force to it in the Department's budget authorization for 1984-85. Within four years, thanks to Congress, the 72-acre Arlington Hall site was transferred to the Department at no cost.

In the meantime, the design criteria took shape: low-rise; minimal elevator need; easy proximity between schools, student and faculty; library; cafeteria; appealing grounds; and parking. But perhaps the most significant design dimension is our easy adaptability to change—in construction, training methodology, subject matter and technology. This design flexibility lends itself to continual innovation in our ability to meet changing training needs. In fact, even the loading docks at the new training center, the warehousing and the computer/communications facilities will be integrated with the curriculum as training venues for general services officers and other specialists.

The initial full-time student and staff complement will number between 1,200 to 1,600 persons, representing some 40 U.S. Government agencies with foreign affairs interests. Eventually, the campus will



Openable windows for the classrooms.

extend training to the Bureau of Diplomatic Security.

Ranging from State's Bureau of Administration to the U.S. General Services Administration to the contractors, many individuals, offices and organizations have poured their energies and talents into making this more than a new project. It really is something special, in large part because of this extra care and commitment to it as a true and unique national asset. As a result, you'll be surprised and pleased by the physical grace of the training center, a facility designed and constructed for adult learning, where the emphasis is on the consumer of training.

## Future prospects

The National Foreign Affairs Training Center isn't only the culmination of a vision, but also a threshold to a new era in the preparation of professionals for service abroad. The physical space and facilities are, in a sense, the bare beginnings of the direction in which we might be moving. However diverse and devoted our instructors' talents, no matter how great our access to satellites to connect with the world, realization of our potential for excellence and achievement will take commitment on the part of not only you who study, but also those in the highest ranks who craft and articulate America's foreign policy.

The budgetary process alone will exact its toll if our labors are deemed peripheral to substance or as routine chops on the career ticket. The commitment to excellence and relevance in training must come from all of us and be sustained over time, as reflected in assignments, promotions, etc. We're working hard to transform our training and also to integrate it more meaningfully into the assignment and career development system.

Ultimately, the center should become the staging area for interagency country teams en route to posts. Civil and Foreign Service personnel will be in training together for activities and responsibilities they share respecting our missions

abroad—activities that require an even broader range of expertise than we now possess, in order to be successful in an increasingly specialized and complex world. We can, through state-of-the-art training, help to develop skillful, resourceful and knowledgeable activists, capable of meeting our evolving foreign affairs opportunities and challenges.

Extending the training day perhaps from 7 in the morning to 7 in the evening and beyond may prove more feasible in the new environs, particularly as we project interactive training with posts abroad in different time zones.

We're already pioneering, as we plan our move, new approaches to the delivery of training, many driven by technology, that emphasize taking training to the workplace. These include "distance learning," which will bridge geographic gaps via communications satellites that can connect us with the workplace abroad, with Foreign Service nationals and others needing skill maintenance and upgrade courses. A full communications center on the premises will give us two-way communications capability with most U.S. missions abroad.

With the breakup of the Soviet Union, we increasingly find ourselves involved in the training of foreign diplomat cadres, not at our expense, but drawing on our expertise. A special five-week program for diplomats from Bulgaria and Albania, concluded earlier this year, set a precedent for a modest but timely infusion of operating procedures vastly different from the norms of their former totalitarian societies. Such training by us is part of the Department's growing emphasis on supporting democratization.

Community outreach is also on our agenda. We have the potential to serve as a site for important official gatherings, conferences and symposia on international issues.

We're also planning for the training center to serve as a "living tableau," tying together the past, present and future of our nation's more than 200 years of foreign affairs involvement. The Association for Diplomatic Studies is spearheading an effort to collect appropriate artifacts, memorabilia, photos and documents that will add an historic dimension to the training corridors and public areas. Pride in our profession will be a tangible part of the training center, in the classroom and on the walls.

## Historical background

A few historical facts about the site: The acreage was originally developed in 1927 as a residential junior college for women, called Arlington Hall. The depression years and dwindling enrollments helped force its sale to the U.S. Army Signal Command in 1941. The newly-renovated Arlington Hall dormitory and classroom building, now called "Old Main," remains an integral part of the new campus, home of the medical center, the Overseas Briefing Center, the Senior Seminar and numerous offices. Two structures thought to be Sears Roebuck original prefabricated houses of the 1930s will house facility administration and intensive language training. During World War II and the decades beyond, Arlington Hall was a military intelligence center, employing at its peak 8,000 persons, including

highly-skilled interceptors of international coded communications.

The newly-constructed headquarters of the U.S. National Guard will be our nearest neighbor, on 10 acres of adjoining land that are part of the former Arlington Hall site.

## Conclusion

In closing, it's worth reflecting on how far we have come as a profession with respect to training. The first Foreign Service Institute director, William P. Maddox, used to remind his colleagues that, less than a century ago, new American consuls went abroad with no formal training of any sort. Just a few words of advice: "Take snuff slowly and often, sit with your back to the light, speak the truth, and the rest you will learn by observing your colleagues." ■





# NEWS HIGHLIGHTS

## State announces 'a tough budget for tough times'

The Department has issued a 129-page booklet detailing its spending request for the fiscal year that begins October 1—and it validates what Secretary Christopher had said earlier on Capitol Hill: "It will be a tough budget for tough times."

The document asks Congress, in the salaries and expenses account, for the same amount it expects to spend this year—\$2,174,000,000. But it also anticipates a decrease of 378 positions in that account. For the acquisition and maintenance of buildings abroad, an appropriation of \$420.5 million is being sought—\$140 million less than the anticipated expenditure this year—and nine fewer positions would be funded.

At the same time, the request "assumes a continued investment in our corporate infrastructure (e.g., management information systems, international telecommunications including the Diplomatic Telecommunications System and the completion of the National Foreign Affairs Training Center [to replace the Foreign Service Institute])."

## Budget strategy

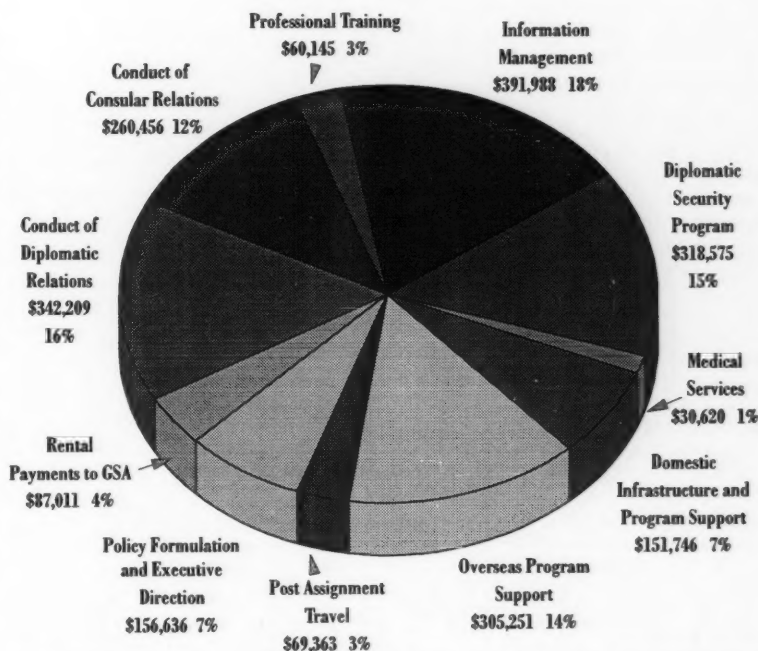
As a "proposed strategy to provide adequate resources ... in a period of declining resources," the booklet describes a "longer-term approach" during which "we will intensify ongoing efforts to redeploy resources from areas of declining importance—through post closings and downsizings, adjust security efforts on a post-by-post basis to reflect post-cold war threat levels, and an overall reduction of domestic staffing."

Savings would be shifted to "emerging priorities such as the promotion of democracy, economic/trade support, humanitarian assistance, environmental issues, multilateral support and non-proliferation." The document adds: "We must also anticipate that resources may have to be redistributed to open posts where we wish to establish or enhance diplomatic relations with nations emerging from totalitarian control."

The booklet then goes on to say:

## FY 1994 Salaries and Expenses Program Activity Distribution

(dollars in thousands)



"We need to accelerate opening and full use of new central servicing centers (e.g., the Pease consular facility [in New Hampshire], [the new training center] and the Miami regional support center), which will result in significant labor and facilities savings and cost avoidance."

## Retrenchment in operations

The budget foresees savings of nearly \$27 million through cuts in operating expenses, as well as almost \$22.2 million through certain personnel reductions that would total 318 positions, and some \$7.1 million through post closings that would result in 58 fewer positions.

As to operating expenses, the document says: "To assist in the control of the federal deficit and improve the administrative productivity of Government agencies,

the President has directed a four-year reduction in administrative expenses at all federal departments ... The fiscal year 1994 reduction for State's salaries and expenses appropriation is \$26,297,000, a 3% cut from 1993 baseline levels. This cut will be applied to various ... categories including: travel; transportation; rents, communications and utilities; supplies; printing; and contracts. In executing this reduction the Department will attempt to mitigate disruption to important overseas diplomatic, economic and consular operations.

"To the extent possible, this administrative reduction will be applied to Washington-based activities and overseas operations that do not directly affect the most important foreign policy programs or critical infrastructure support investments. However, given the level of this cut, we will need to scrutinize all our functions and those of the other federal agencies

overseas to whom we provide administrative support, streamline operations where appropriate and maximize the talents of our people to continue ongoing activities and programs. A review of the Department's options will be conducted over the next several months to implement the necessary changes by the start of fiscal year 1994."

## Personnel reductions

On personnel reductions, the budget says: "As part of the Administration's plan to reduce the federal deficit, the President has directed that all executive departments or agencies with over 100 employees eliminate not less than 4% of their civilian personnel positions (measured on a full-time equivalent basis) over the next three fiscal years, starting in 1993. To the extent possible, these reductions will be made through attrition or early retirement programs. For the salaries and expenses appropriation, this equates to a reduction of 846 positions over the three-year period as follows: [212 positions in the current fiscal year, 318 in fiscal year 1994 and 316 in 1995]."

"This plan will affect both U.S. (Foreign Service and Civil Service) and Foreign Service national employees of the Department. The management challenge is to implement these personnel and administrative reductions without inflicting serious damage to the Department's capacity to carry out this nation's foreign policy objectives and to maintain critical infrastructure investments. Many of our most critical programs—support for democracy, promotion of market economies, strengthening U.S. competitiveness, protection against transnational threats, meeting urgent humanitarian needs, and diplomatic reporting and bilateral and multilateral negotiations—are very labor-intensive activities. Consequently ... we will have to engage in a fundamental review of how we do business, where we do business, and what business we should do, to operate effectively within an environment of sustained personnel reductions."

## Post closings

The section on post closing says: "... We have determined that it no longer will be economically feasible or practical to

establish and maintain posts in every country. Accordingly, in January 1993, we submitted formal notification to Congress of the Department's intention to close 20 posts, of which 17 are scheduled to be closed by fiscal year 1994. Included in this program change are the savings in operating costs and Foreign Service national salaries associated with (the closings)."

The 17 posts were identified as the embassies in Apia, Western Samoa; Honiara, Solomon Islands; and Moroni, Comoros; the consulates general in Alexandria, Egypt; Curacao, Netherlands Antilles; Genoa, Italy; Izmir, Turkey; Martinique, France; Palermo, Italy; and Salzburg, Austria; the consulates in Douala, Cameroon; Mazatlan, Mexico; Mombasa, Kenya; Oran, Algeria; and Songkhla, Thailand; the liaison office in Koror, Palau; and the branch office in Geneva, Switzerland.

## Infrastructure improvements

The document points out that, although total salaries-and-expenses spending will be held to the current level, an increase of \$15 million is being sought within the larger framework for a "modest investment package" of infrastructure improvements, including \$10 million for information systems, \$4 million for continuing progress toward a worldwide integrated financial management system and \$1 million for the machine-readable visa program.

As to the information systems, the budget says: "The Department requires funding to migrate its information technology infrastructure to an open systems environment [STATE, March]. The Department's currently installed base of proprietary equipment and software is subject to rising maintenance costs and is increasingly vulnerable to failure. This vulnerability reaches into all aspects of our ability to effectively process information from critical classified information handling and consular systems to administrative functions such as financial and personnel support. The Chapter 11 reorganization of the Department's major systems vendor underscores the need to modernize our equipment base. In addition, there are increasingly frequent breakdowns at major processing centers ...

"The increased investment of \$10 million will support:

—"Continuing conversion and/or re-engineering of software critical to supporting global foreign policy, intelligence, and exporting and analysis activities;

—"Starting an 'open systems' network for electronic mail and file transfers, capitalizing on the Diplomatic Telecommunications System installation at approximately 60 posts per year; and

—"Purchasing and installing PCs and local area networks at overseas posts, training employees in their use, and establishing a help desk to support these new, cost-effective systems."

The section on the financial management system says in part:

"This continuing initiative will address and correct immediate legal and operational deficiencies. Major improvements to be provided include: increased control over both assets and information; auditable financial data; integrated accounting, vouchering, disbursing and payroll; and meaningful financial management reporting capabilities."

On the machine-readable visas, the document says that during the current year the system will have been installed at 55 posts, "covering 44% of the nonimmigrant visa workload." It continues: "The \$1 million will fund its installation at nine additional posts, install the distributed namecheck system for the machine-readable posts currently on-line and help to support the increased machine-readable workload."

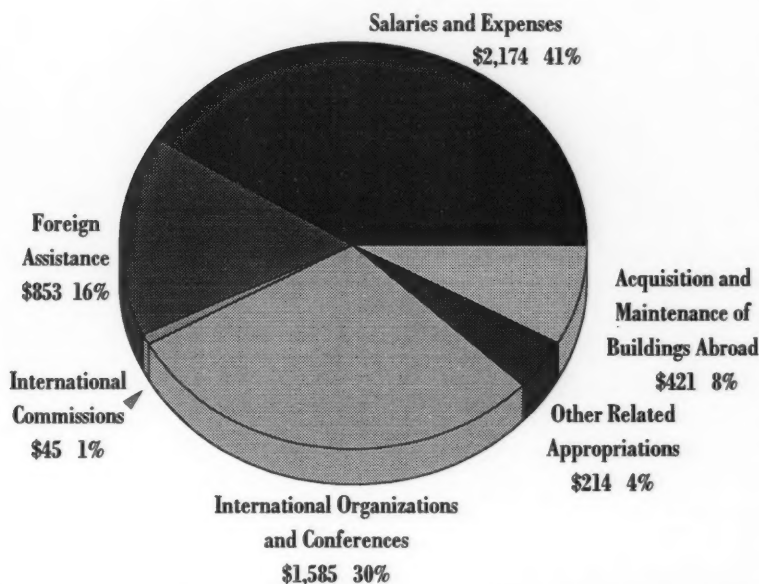
## Position cuts: broad categories

The overall 378 position reductions would come in the following categories: policy formulation and executive direction: 79; conduct of diplomatic relations: 7; conduct of consular relations: 25; domestic infrastructure and program support: 80; overseas program support: 186; and information management: 1. The categories of professional training, medical services and diplomatic security would be spared any reductions. With each of these categories embracing clusters of Department operations, the budget document does not cite specifics on where the cuts would be made.

The proposed reorganization of the Department (STATE, March) and its possi-

## FY 1994 Budget by Major Appropriation

(dollars in millions)



ble impact on personnel levels also are not reflected in the new budget. The document explains: "... Because many funding and staffing details are still under development, the budgetary impact of this plan ... will be spelled out in subsequent reprogramming and legislative proposals."

### Foreign buildings

The section on acquisition and maintenance of buildings abroad says: "The fiscal year 1994 request of \$420.5 million includes funds necessary to carry out the projects and activities programmed for the third year of the Department's first five-year plan for the overseas facilities program ... The request is \$140 million less than the appropriations enacted for fiscal year 1993, due to the inclusion of funding in 1993 for a new secure facility in Moscow ... The five-year plan has been adjusted to reflect actual 1993 appropriations, changes in schedules and

cost estimates for ongoing capital projects, and revisions to the planning allowance levels for the budget outyears consistent with the President's budget initiatives and multi-year deficit reduction program.

"The revised five-year plan includes capital construction costs for new embassy facilities in Kampala and Ottawa and for the continuation of capital construction initiated in previous years in such locations as Bangkok and Bogota. Planned embassy construction projects for Abu Dhabi and Doha have been eliminated from the five-year plan. Instead, the Department intends to rehabilitate existing structures at these posts to provide more efficient and secure facilities. Needed new office building replacements for Abidjan, Algiers, Budapest, Panama, and Sofia are deferred beyond the current five-year plan window.

"In fiscal years 1992 and 1993, the Department was appropriated \$240 million to construct a new secure building in Moscow. In light of the changed condi-

tions in Russia and elsewhere in the former Soviet Union, as well as overall budget constraints, the Department has decided to reassess this project ... As of the date of this publication, no decisions regarding the status of this project have been made."

In the capital program, funds are being sought for the following projects:

—"\$3,475,000 for security equipment, furniture and furnishings and related costs for the ongoing major construction projects in Abuja, Bangkok and Bogota;

—"\$5,219,000 for designs of new embassy facilities at Kampala and Panama; and

—"\$3,000,000 to support the construction of a new A.I.D. annex building in Dakar, Senegal."

Financing is also being sought for functional programs that include:

—"*Physical security upgrade program*, \$7,734,000—These funds will be used to construct a perimeter wall and public access control at Hong Kong and Islamabad, and to continue projects initiated in fiscal year 1993 in Ankara and Jeddah, as well as maintaining a continuing level of minor physical security upgrades and replacements at office facilities world-wide.

—"*Fire/life safety retrofit program*, \$6,670,000—This sum will meet requirements for fire safety education and training programs; safety inspection activities; and fire alarm and suppression systems installation at numerous posts, including Addis Ababa, Casablanca, Ciudad Juarez, Copenhagen, Dakar, Guatemala, Jakarta, Kathmandu, N'djamena, Recife and Toronto. In addition, fire systems will be installed in existing post communication centers at five locations. This program also provides funds for the acquisition of fire extinguishers and smoke detection alarms provided for use in overseas office and residential properties worldwide.

—"*Energy conservation and investment program*, \$2,000,000—These funds will support installation of replacement boilers, chillers and pumps in chancery facilities in Paris, Rome, Santo Domingo and Tokyo. These new systems will return substantial savings to the Department through efficient energy utilization. In addition, funds will be used to continue energy efficiency surveys of existing facilities.

—"*Power support program*,

**\$5,434,000**—This program provides generators at posts where an alternative source of electric power is required, and provides for installation of central uninterrupted power supply equipment to support embassy security, information and building support systems. This request will provide for the major power upgrades at Dhahran, Frankfurt, Harare, Kingston, Lusaka, Maseru, Monterrey, Nairobi, Nassau, Niamey, Santo Domingo, Shanghai and Quito. In addition, installation of residential generators is planned for Luanda.

—*Post communication center renovations program, \$3,685,000*—These funds are needed to renovate the Madras and Shenyang post communication centers and to begin design of the Hamburg renovation.

—*Environmental services program, \$2,852,000*—This amount will be used for inspection of overseas facilities to ensure that employee workplaces and U.S. Government-provided quarters are free from hazardous materials, such as asbestos, lead, radon, legionella, leakage from underground storage tanks, and other environmental hazards. The request also includes funds for the abatement of asbestos hazards in several posts, including Bonn, Frankfurt, Islamabad, Khartoum, former Soviet Union posts and Rabat.

—*Facility rehabilitation and support systems replacement program, \$50,948,000*—This initiative addresses the backlog of major building system replacement requirements including roofs, mechanical and electrical systems, and other structural repairs needed to make current facilities function safely and efficiently. The 1994 request will support major renovation projects at many posts, including Ankara, Frankfurt, Havana, Hong Kong, London, New Delhi, Osaka-Kobe, Paris, Port-au-Prince, Santo Domingo, Shanghai and Toronto.

—*Project supervision, \$12,501,000*—The 1994 request will support capital construction projects at Abuja, Bangkok, Bogota, Caracas, Istanbul, La Paz, Port Moresby, Santiago, Tel Aviv and Tunis."

## Total appropriation

For all its separate accounts, the Department is seeking a total appropriation of \$6,196,373,000 for fiscal year

1994. This is \$162,859,000 less than what it expects to spend in the current fiscal year ending September 30. □

## U.S. bond drive is on at State

The Department's annual U.S. savings bond campaign runs through the end of this month. Canvassers are asking employees to sign up for the Payroll Savings Plan, under which stipulated amounts are deducted from paychecks to be used for the purchase of bonds.

The guaranteed minimum interest rate on the EE bonds has been lowered to 4% from 6%, though outstanding bonds retain the previous guarantee. The rate is market-based and could go higher. Under new rules, redemption values will increase each month rather than semiannually, and the maturity period, at the end of which bonds are redeemed for twice their purchase price, has been lengthened from 12 to 18 years.

Interest on the bonds is exempt from state and local income taxes, and the federal tax may be deferred until the bond is redeemed. When the bonds are used for educational expenses under certain conditions, the interest is exempt altogether from federal taxation.

Under the Payroll Savings Plan, contributors begin earning interest on their money even before a sufficient amount accumulates from their deductions to purchase a bond. □

## You don't believe that the cold war is over? Just read this!

You've heard about it, you've read about it, but finally on March 23 you could literally *see* it—the cold war is over. You had to be in the Operations Center on the seventh floor to get a good look.

Right there before your eyes were two guests—the Russian foreign minister and the Russian ambassador—right there in the Department nerve center where the voltage used to jump with each pulse emitted from the Kremlin, where even today State employees with security clearances cannot just meander in.

Foreign Minister Andrei Kozyrev, who was in town for meetings with Secretary Christopher, and Ambassador Vladimir Lukin were given the grand tour of the 24-hour "watch" area. They also visited the Nuclear Risk Reduction Center. Mr. Kozyrev seemed impressed, but he couldn't resist pointing out a discrepancy between the time shown on two separate Moscow clocks at different points in the tour.

Ambassador Lukin, with an impressive display of diplomatic skill, joked that one clock represented "Yeltsin time" and the other "Supreme Soviet" time.

The clocks have since been synchronized. ■

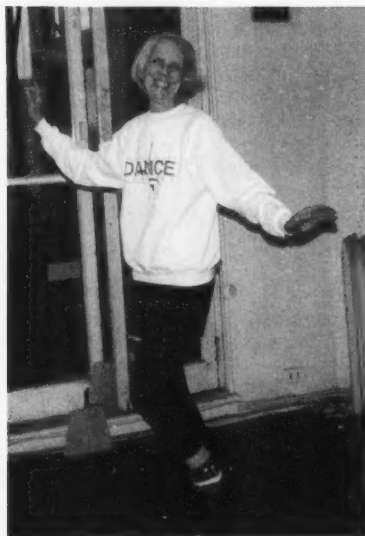


In the Operations Center, Russian Foreign Minister Andrei Kozyrev, standing, left, with Glyn Davies, director of the center. Behind them, from left: senior watch officer

Julie Winn, watch officer Bruce Berton, security officer Bruce Tully, Russian Ambassador Vladimir Lukin, deputy director Steve Mull.



# A DANCING DAMSEL OF THE THIRD AGE



Mary Nell Hanks

**"THE FIRST TWO WEEKS** of my retirement were the longest of my life," says Mary Nell Hanks, who works part-time in the Foreign Service Lounge (she's a former Foreign Service secretary). "I couldn't stand sitting around reading the paper all day." So to quell her boredom, she made an unusual choice: she joined a dance group. At 65, she has now performed at Wolftrap and the Kennedy Center, and has even appeared on local news programs and the Cable News Network.

She explains: "One day I read an article in the paper about a group of older dancers. They were looking for people over 55, including those without professional experience. I

thought: 'That's me.'

"I called and mistakenly asked to speak to 'Dancers of the Third World.' That's when I knew I'd been in the Foreign Service too long. Actually, the name of the group is 'Dancers of the Third Age.' The 'third age' is a French term for older people. The idea is that, even though we're older, we're still energetic and useful."

Ms. Hanks has been a member of the group, which is part of the larger, Washington-based Dance Exchange, since 1985. "We're eclectic," she says. "We do modern dance and tap, dramatic and comic material." Their comic routines include renditions of "42nd Street," "Swan Lake" and the Beatles' "When I'm 64." Until recently, the group included a hooper in her 90s.

Describing her route to becoming a 'third age' performer, Ms. Hanks says: "I always knew I wanted to dance, but I was the daughter of a Methodist preacher. A minister's daughter wasn't supposed to dance, so I studied piano instead. Later, in the Foreign Service, I was fascinated with the native dances of the countries where I served—Pakistan, Korea, Vietnam, Turkey, Mexico, Belize and Honduras.

"I danced socially, but never studied dance until I got to my last post in Tegucigalpa. The wife of a communicator there started a tap-dancing course. Our little group had all ages, from kids to adults. We had a lot of fun, and I knew I wanted to continue dancing when I got back to Washington."

Now Ms. Hanks studies with a private teacher, practices each day in her kitchen and rehearses two or three times a week before a performance. She's perfecting a solo version of a Fred Astaire and Ginger Rogers routine and performs regularly at retirement homes and elementary schools.

"We invite the audience to get up and join us," she says. "Even people in wheelchairs come up and move their arms and legs. Our message is: if you can move your body

to music, you don't have to feel sorry for yourself. Some people can't communicate, but you see their eyes twinkle. You feel like you've brightened their day.

"Little kids go crazy. They get so excited their teachers can't calm them down. Sometimes we perform for disadvantaged children in Washington. These are kids who have difficult lives. Our dancing tells them they can express themselves in a positive way.

"We don't get paid for this, so it's a labor of love. When people come up and thank us, it's rewarding. And there's nothing like taking that second bow. I'll never get over my stage fright, but when the show's over and my adrenaline's pumping, I think: 'Oh boy, I've had a good time.'"

The "third-age" hooper hopes to dispel the notion that dancers must be young and thin. She says: "A little boy came up to me and said: 'You're older than my grandma, and she doesn't dance. How come you dance?' Well, I'm here to counter the stereotype. I may not be able to do everything a younger person can. I'm



Mary Nell Hanks, second from left, performs "42nd Street" with the "Dancers of the Third Age," at Wolftrap.

slower, and I have to work harder. But I have a great time.

"I have no family, no grandchildren. I have to go out and make a life for myself. I'm an optimist, and I believe the best is yet to come. Retirement needn't be dreary. I plan on dancing well into my 80s."

—BARBARA QUIRK ■

# A P P O I N T M E N T S

## Clinton names 4 more to ranking posts at State

President Clinton as of mid-April had announced his intention to nominate four more persons for high-ranking posts in the Department. The positions and the persons named are:

—*Diplomatic security*—Anthony Cecil Eden Quainton, to stay on as assistant secretary, a post he held in the previous administration.

—*Director general of the Foreign Service and director of personnel*—Genta Hawkins Holmes, to stay on in the post she held in the previous administration.

—*Economic and business affairs*—Daniel K. Tarullo, international counsel at the law firm of Shearman & Sterling, to succeed Eugene J. McAllister as assistant secretary.

—*Politico-military affairs*—Robert L. Gallucci, to stay on as assistant secretary, a post he held in the previous administration.

*Following are biographical sketches of the persons named.*

### Diplomatic security

Anthony Cecil Eden Quainton has been assistant secretary for diplomatic security since last year. He joined the Foreign Service in 1960. After serving as consular and commercial officer in Sydney, he became economic officer in Karachi in 1963. He held a similar position in Rawalpindi, 1964-66. Next, he was economic and political officer in New Delhi, 1966-69.

After an assignment as senior political officer for India, Mr. Quainton went to Paris as political officer in 1972. In 1973 he was named deputy chief of mission in Kathmandu. He served as ambassador to the Central African Republic, 1976-78. In 1978 he became director of the Office for Combatting Terrorism. He was ambassador to Nicaragua, 1982-84, and Kuwait, 1984-87. He served as deputy inspector general, 1987-89, then as chief of mission in Lima, 1989-92.

Mr. Quainton was born in Seattle on April 4, 1934. He holds a bachelor's from Princeton and another bachelor's from Oxford. He speaks five foreign



Mr. Quainton



Ms. Holmes



Mr. Tarullo



Mr. Gallucci

languages—French, Spanish, Russian, Hindi and Urdu. He has received two Presidential Meritorious Service Awards, the Christian A. Herter Award, the William A. Rivkin Award and two senior performance pay awards. He is a member of the American Foreign Service Association. He is married to the former Susan Dorothea Long; they have three children.

### Director general

Genta Hawkins Holmes has been director general of the Foreign Service and director of personnel since last year. She entered the Service in 1964 and was assigned to Abidjan. After serving as a special assistant in the Office of the Special Assistant to the Secretary for Refugees, she went to Paris as a special assistant to the ambassador in 1968. She was a staff member of the U.S. delegation to the Disarmament Committee, 1970-72.

After a stint as a public affairs officer at the Office of Economic Opportunity, Ms. Holmes became an international finance and investment officer in the Bureau of Economic and Business Affairs in 1973. The following year she became chief of the economic and commercial section in Nassau. After serving as a congressional fellow at the American

Political Science Association, she was assigned to the Bureau of Congressional Relations in 1978.

Ms. Holmes became assistant administrator for legislative affairs at A.I.D. in 1979. She attended the Senior Seminar, 1982-83. After an assignment on the Board of Examiners, she was named deputy chief of mission in Lilongwe in 1984. Next, she was deputy chief of mission in Port-au-Prince, 1986-88, and Pretoria, 1988-90. She served as ambassador to Namibia, 1990-92.

Ms. Holmes was born in Anadarko, Okla., on September 3, 1940. She holds a bachelor's from the University of Southern California and pursued graduate studies at the London School of Economics. Her foreign language is French. Her honors include a presidential and a Superior Honor Award, two senior performance pay awards and a meritorious step increase. She is a member of Rotary International. She is married to Michael Dayton Holmes.

### Economic and business affairs

Daniel K. Tarullo has been international counsel at the law firm of Shearman & Sterling, Washington, since 1989. His principal areas of practice are international trade and investment, corporate and financial issues, antitrust. He handles litigation. He served as an economic adviser to the Clinton-Gore transition team.

Mr. Tarullo began his career as an associate at the law firm of Arnold & Porter, Washington, in 1977. He was an attorney-adviser in the foreign commerce section of the Justice Department's antitrust division, 1978-79. In 1980 he became an executive assistant to the under secretary for international trade at the Department of Commerce. He taught courses on international economic regulation, antitrust and corporations at Harvard Law School, 1981-87. He was chief employment counsel to the Senate Committee on Labor and Human Resources, 1987-89.

Mr. Tarullo is a 1973 summa cum laude graduate of Georgetown. He earned a master's from Duke in 1974. He was graduated summa cum laude in 1977 from the University of Michigan law school, where he was articles editor of the law review. He has written on international trade and the law.

## Politico-military affairs

Robert L. Gallucci has been assistant secretary for politico-military affairs since last year. He began his Government career at the Arms Control and Disarmament Agency in 1974. He was a division chief in the Bureau of Intelligence and Research, 1978-79. In 1979 he became a member of the Policy Planning Staff. He was an office director in the Bureau of Oceans and International Environmental and Scientific Affairs, 1981-82.

After serving as an office director in the Bureaus of Near Eastern and South Asian Affairs, 1982-83, and Politico-Military Affairs, 1983-84, Mr. Gallucci was named deputy director general of the Multinational Force and Observers in Rome in 1984. He taught at the National War College, 1988-91. He was deputy executive chairman of the UN Special Commission, then senior coordinator for the former republics of the old Soviet Union, in the Office of the Deputy Secretary, last year.

Mr. Gallucci was born in Brooklyn on February 11, 1946. He holds a bachelor's from State University of New York and a

master's and a doctorate from Brandeis. Before State, he taught at Lasell Junior College, Auberndale, Mass., and at Swarthmore. His foreign languages are French and Italian. He has received fellowships from the Brookings Institution, the Council on Foreign Relations, the International Institute for Strategic Studies and other organizations.

He is the author of publications on politico-military issues. His honors include the Department of the Army's Outstanding Civilian Service Award. He is married to Jennifer Sims; they have a daughter and a son.

## Choices are made for 2 UN posts

President Clinton as of mid-April had announced his intention to nominate two persons for posts at the United Nations. The nominations, which carry the rank of ambassador, would require Senate confirmation. The posts and the persons named are:

—Alternate U.S. representative for



Mr. Inderfurth



Mr. Marrero

political affairs—Karl F. (Rick) Inderfurth, a project director at the Center for National Policy, to succeed Jonathan Moore.

—U.S. representative to the Economic and Social Council—Victor Marrero, a partner in the New York law firm of Brown & Wood, to succeed Shirin Tahir-Kheli.

Following are biographical sketches.

## Political affairs

Karl F. (Rick) Inderfurth has been a project director at the Center for National Policy since last year. He is also a senior consultant to the Eurasia Foundation and a working group member at the Georgetown University Institute for the Study of Diplomacy.

Mr. Inderfurth began his career in 1975 as a member of the professional staff of the Senate Select Committee on Intelligence. He assisted in the examination of U.S. intelligence activities and provided recommendations for strengthening congressional oversight of the intelligence community. In 1977 he became a special assistant to the President's assistant for national security affairs, Zbigniew Brzezinski. He was a member of the Carter-Mondale transition team.

In 1979 Mr. Inderfurth became deputy staff director of the Senate Foreign Relations Committee. His responsibilities included organizing the committee's examination of the second strategic arms limitation treaty. He was national security correspondent for ABC News, 1981-89. In that capacity, he made over 30 trips to Geneva to report on U.S.-Soviet nuclear talks, including the Reagan-Gorbachev summit. In 1989 he was named ABC correspondent in Moscow. He traveled to 12 former Soviet republics to report on the transformation of the Soviet Union.

## Department of Look-Alikes



Les Aspin



Robert O. Benson

This is carrying the State-Defense partnership a little too far. Do we even have to look alike? Les Aspin, of course, is the Secretary of Defense, and Bob Benson works (wow! what a coincidence!) in the Nuclear Risk Reduction Center at State. Mr. Aspin knows a great deal about Defense from his days on Capitol Hill, but our guy, too, has attended the Defense Intelligence College and he's a former Coast Guard Reservist. It's a small world all right. □

Mr. Inderfurth was born on September 29, 1946. He earned a bachelor's from the University of North Carolina and a master's from Princeton. He was a Fulbright scholar at Strathclyde University in Glasgow. He has published articles in the Washington Post, Christian Science Monitor and the International Herald Tribune, and he co-authored "Decisions of the Highest Order: Perspectives on the National Security Council." He has received the DuPont-Columbia University Award for Excellence in Broadcast Journalism, an Emmy and an Emmy nomination. He is a member of the Council on Foreign Relations, the International Institute for Strategic Studies and the national honorary political science society, Pi Sigma Alpha. He is married and has three children.

### Economic and Social Council

Victor Marrero has been a partner in the New York law firm of Brown & Wood since 1986. He was a partner in Tufo & Zuccotti, 1982-86, until that firm merged with Brown & Wood. He specializes in land use and development and environmental law.

Mr. Marrero began his career in 1968 as an assistant to New York Mayor John V. Lindsay. He was assistant administrator of New York's Model Cities Administration, 1970-72. In 1973 he became executive director of the Department of City Planning. He was special counsel to the city's comptroller, 1974-75. In 1975 he became first assistant counsel to New York Gov. Hugh Carey.

Mr. Marrero served as chairman of the New York City Planning Commission, 1976-77. He was commissioner of the New York State Division of Housing and Community Renewal and vice chairman of the New York State Housing Finance

### Haiti adviser

Secretary Christopher on March 11 appointed Lawrence Pezzullo, a retired Foreign Service officer and ambassador, as special adviser for Haiti. Mr. Pezzullo has been executive director of Catholic Relief Services since leaving the Department. □

Agency, 1978-79. In 1979 President Carter named him under secretary of the Department of Housing and Urban Development.

In addition to his work at Brown & Wood, Mr. Marrero serves on the boards of the New York Telephone Co. and the Consolidated Edison Co. He is on the boards of numerous other organizations, including the New York Public Library, the State University of New York, Cooper Union for the Advancement of Science and Art, the Puerto Rican Legal Defense and Education Fund, the Coro Foundation, the Fund for New York City Public Education, the Association of the Bar of the City of New York, the Committee for Modern Courts and the New York City Partnership.

Mr. Marrero is a native of Santurce, Puerto Rico. He received a bachelor's cum laude from New York University and a law degree from Yale, where he was elected an editor of the law journal. He was a Fulbright scholar at the University of Sheffield (England) School of Law. He was a visiting lecturer at Yale Law School, 1985-87, and has been a visiting lecturer at Columbia Law School since 1990. He is married to Veronica M. White; they have two sons. □

### Envoys are named for Argentina, France, Nicaragua

President Clinton as of mid-April had announced his intention to nominate ambassadors to three more countries. The nominations would require Senate confir-

mation. The posts and the persons named are:

—*Argentina*—James R. Cheek, a former ambassador to Sudan, to succeed Terence A. Todman.

—*France*—Pamela C. Harriman, a Democratic leader and widow of an ambassador, to succeed Walter J. P. Curley.

—*Nicaragua*—John Maisto, deputy assistant secretary for inter-American affairs, to succeed Harry W. Shlaudeman.

*Following are biographical sketches of the persons named.*

### Argentina

James Richard Cheek was chief of mission in Khartoum from 1989 until last year. He joined the Foreign Service in 1962 and was assigned to Santiago. He was political and consular officer in London, 1964-66. In 1966 he became officer-in-charge of Barbados and Leeward and Windward Islands affairs. He was detailed to the Peace Corps in Brazil, 1967-71.

In 1971 Mr. Cheek became economic officer in Rio de Janeiro. He was chief of the political section in Managua, 1969-71. After a stint as a congressional fellow in the Senate and House of Representatives, in 1975 he became deputy director for regional affairs, Bureau of Near Eastern and South Asian Affairs. He served as deputy chief of mission in Montevideo, 1977-79.

In 1979 Mr. Cheek was named deputy assistant secretary for inter-American affairs. He was a foreign affairs fellow at Harvard and at the Fletcher School of Law and Diplomacy, 1981-82. In 1982 he became deputy chief of



Mr. Cheek



Ms. Harriman



Mr. Maisto



mission in Kathmandu. He served as the designated chief of mission and chargé in Addis Ababa, 1985-88. He was a diplomat-in-residence at Howard, 1988-89.

Mr. Cheek was born in Decatur, Ga., on April 27, 1936. He earned a bachelor's from Arkansas State Teachers College and a master's from American. He served in the Army, 1954-56, and the Army Reserve, 1956-67. His foreign languages are Spanish and Portuguese. He holds a distinguished alumnus award from the University of Little Rock, a special commendation from the Women's Action Organization and the William V. Rivkin Award. He figured in a group valor award. He is the author of "Ethiopia: A Successful Insurgency." He is a member of the American Foreign Service Association and the Little Rock Athletic Club. He is married to Carol Rozzell Cheek; they have a daughter and two sons.

## France

Pamela C. Harriman was chairwomen of Democrats for the '80s, a political action committee, 1980-90. She served as chairwomen of the quarterly policy issues forum of the Democratic Governors Association and as national cochairwomen of the Clinton/Gore campaign.

Ms. Harriman is an honorary trustee and honorary member of the executive committee of the Brookings Institution. She serves as vice chairwomen of the Atlantic Council, is a trustee of Rockefeller University and a member of the Council on Foreign Relations. She serves on the board of the Friends of the Kennan Institute for Advanced Russian Studies, the advisory council of the W. Averell Harriman Institute for Advanced Soviet Studies and the board of directors of the Franklin and Eleanor Roosevelt Institute.

In addition, Ms. Harriman is a member of the trustees' council of the National Gallery of Art, vice president of the English-Speaking Union of the United States and a trustee of the Winston Churchill Foundation of the United States. She is a member of the Commission on Presidential Debates and an at-large member of the Democratic National Committee.

Ms. Harriman is a native of Great Britain and naturalized U.S. citizen. She is the widow of the eminent diplomat W. Averell Harriman, a former ambassador to Great Britain and the Soviet Union, among

his many assignments. She attended Downham School in England and pursued postgraduate studies at the Sorbonne. She holds an honorary doctorate of law from Columbia.

## Nicaragua

John F. Maisto has been deputy assistant secretary for inter-American affairs since last year. He entered the Foreign Service in 1968 and became economic and commercial officer in La Paz the following year. He was an international relations officer in the Operations Center, 1972, then a special assistant to the counselor of the Department, 1972-73.

After an assignment as officer-in-charge of Colombian affairs, Mr. Maisto became chief of the political section in San Jose in 1975. He was political officer in Manila, 1978-82. Next, he was deputy director, then director, of the Office of Philippine Affairs, 1982-86. In 1986 he was named deputy chief of mission in Panama City. He served as chargé at the post during the last months of the Noriega regime in 1989. He was deputy U.S. representative to the Organization of American States from 1989 until last year.

Mr. Maisto was born in Braddock, Pa., on August 28, 1938. He earned a bachelor's from Georgetown and a master's from San Carlos College in Guatemala. Before State, he served as director of the binational centers in Cochabamba, Bolivia, and Cordoba, Argentina, 1963-68. He holds two Superior Honor Awards and has figured in a group Superior Honor Award. He has also received the Meritorious Honor Award and four senior performance pay awards. His foreign languages are Spanish and Italian. His memberships include the American Foreign Service Association, the National Geographic Society and the Georgetown University Alumni. He is

## People at State

David Shinn has been named the Department's coordinator for Somalia, working out of the Bureau of African Affairs. His office will be the focal point within the Department for that country, and he will act as liaison with other U.S. agencies that are active there. □

married to Maria Consuelo Gaston Maisto; they have three children. □

## It's a switch: Atwood to A.I.D., Clinton says

President Clinton on March 29 announced his intention to nominate J. Brian Atwood, who was head of the Democratic Institute for International Affairs, as administrator of A.I.D. Earlier, the President had named Mr. Atwood to become under secretary for management at State. The Senate gave confirmation on March 31.



Mr. Atwood

In announcing the switch, the President said: "Secretary Christopher and I have concluded that the skills that Brian Atwood brings to the State Department are greatly needed at A.I.D. I am confident that he will be the kind of effective administrator that our foreign assistance programs need at this time."

A career Foreign Service officer, Mr. Atwood has previously served as assistant secretary for congressional affairs, as dean of professional studies and academic affairs at the Foreign Service Institute, and in Madrid and Abidjan. □

## White House to go forward with 7 envoys Bush named

President Clinton has announced his intention to renominate seven persons for ambassadorial posts. They had earlier been nominated for the positions by President Bush. Their names are to be sent to the Senate for confirmation. The seven are:

—Alvin Adams, ambassador to Haiti until last year, as ambassador to Peru (STATE, October), to succeed Anthony C. E. Quainton.

—Harry Gilmore, deputy comman-

—(Continued on Page 65)

# Making 'Beautiful Things Happen'

BY CHANH NGUYEN

*The author is a program manager in the Office of Foreign Buildings Operations. He came here from Vietnam in 1975.*

**T**HERE WAS A SUDDEN HUSH in the waiting room at Dulles International Airport on that night last March 3. We ran to the big glass



Mr. Nguyen

windows to peer into the dark runway down below. TWA passengers were streaming down the ladder of a big jet plane. A man with two bags in both hands was briskly walking toward the waiting room. "That's him over there!" I shouted.

The family members and I rushed to Gate D12. The man, in a bluish-gray suit, appeared at the doorway. My mother-in-law jumped at him and hugged him with open arms. Cameras clicked. Then the man's face emerged from his wife's emotional embrace; it looked wrinkled, gaunt, exhausted, but beamed with an ethereal light. My father-in-law advanced to meet us.

None of the 70 relatives and friends who assembled there had seen him for over 17 years. He had been incarcerated in communist prisons in Vietnam for daring to speak against the regime. He had first been kept in solitary confinement, which almost cost him his eyesight and paralyzed his legs. Then he was transferred to other prisons in the highlands of central Vietnam where the 5 o'clock gongs, mornings and nights, started and ended days of hard labor, in which prisoners felled trees for lumber, constructed prisons for still more



Nguyen Khac Chinh at the airport.

prisoners and planted crops—but received for their daily ration only one bowl of rice or manioc sprinkled with salt.

My father-in-law's name is Nguyen Khac Chinh; he is a man of many talents. As an attorney-at-law in Saigon, he impressed his clients by his oratorical skills. He is also a writer. Among the works of his youth, there are some 20 novels, a few volumes of poetry and 2 plays. He writes in both Vietnamese and French. In fact, he was the first finalist in an international literary contest organized by the Japanese P.E.N. Club in Tokyo in 1965, with a short story written in French, "L'Etranger." Indeed, P.E.N. International had for years intervened for his release from prison. Asked how he survived his years in prison, he replies: "I composed music and wrote poems and stored them in here." He points to his head.

As far as international intervention on his behalf is concerned, which had contributed to change his life term to 17 years in detention, I must mention Amnesty International and its Italian and Norwegian chapters. A longtime friend, a French doctor, did his best to obtain the intervention of the French government and Assemblée Nationale.

In the United States, where our family is, the Families of Vietnamese Political Prisoners' Association, chaired by Khuc Minh Tho and helped by my mother-in-law, contributed a great deal toward the release of all Vietnamese political prisoners since 1975 (my father-in-law was the last to get released). The association had the staunch support of the U.S. Congress and mainly the State Department, with friends and supporters at every level. Robert Funseth, then deputy assistant secretary for refugee programs, had since 1982 obtained the release of tens of thousands of Vietnamese political prisoners. Another long-time friend of my father-in-law, Frank Wisner, former under secretary of state, now at Defense, gave his full support for a speedy processing of immigration paperwork, so my father-in-law could arrive in the United States soon after his release. Pricilla Clapp, deputy assistant secretary, and Tom Raiser and Rick Warner of the refugee bureau also did their best.

At the airport, as newspaper and T.V. reporters asked him how he felt, my father-in-law replied: "I feel great, because after my ugly years in prison, and despite my ugly appearance now, the world is still beautiful because you, all my friends, are beautiful."

I myself feel proud of the place where I work, for people in the State Department can make beautiful things happen. ■

# LIFE IN THE FOREIGN SERVICE

## Helping the hungry in Djibouti; U.S. embassy people pitch in

BY PETER H. VROOMAN

"You Americans are crazy. A French ambassador would never do the work of a coolie!" stammered an astonished port employee. He was watching American Ambassador Charles R. Baquet III and his wife Carolyn hefting cartons of dried milk, Texas chili and other food items left over from the Gulf war. This was in the hot Djibouti sun.

So began another Saturday morning, as we members of the American embassy in Djibouti and volunteers from the U.S. Air Force and Navy lent a hand to bring excess American food to the poor and hungry of Djibouti-ville.

I joined the Foreign Service in early 1991, just as Operation "Desert Shield" became "Desert Storm." Posted to the tiny city-state of Djibouti on the Horn of Africa in mid-1991, I watched the humanitarian crisis in neighboring Somalia unfold. Seeing first-hand the American response to this crisis, in the form of droning C-5 "Galaxies" and C-141 "Starlifters" hovering over Djibouti's torrid skies on their way to Mogadishu, I gasped at the magnitude of the U.S. military's Operation "Restore Hope." I could not have imagined how offshoots of these two rather dissimilar operations would combine to help the people of Djibouti.

The U.S. military's quick success in Iraq resulted in lots of surplus food, medical supplies and equipment being brought to the Saudi desert. Cables were sent to posts in the region offering these supplies to needy countries. Djibouti accepted the Army's beneficence and received 100 tons of chili and lasagne in microwaveable "lunchbuckets," along with ready-to-eat bread and pallets of "real-fresh" vanilla pudding. Nearly two years later, Operation Restore Hope brought another windfall in the form of able-bodied airmen and Navy crews, all of whom volunteered to help us with our embassy's effort to assist orphans, refugees and the destitute in Djibouti.

Ambassador Baquet determined early

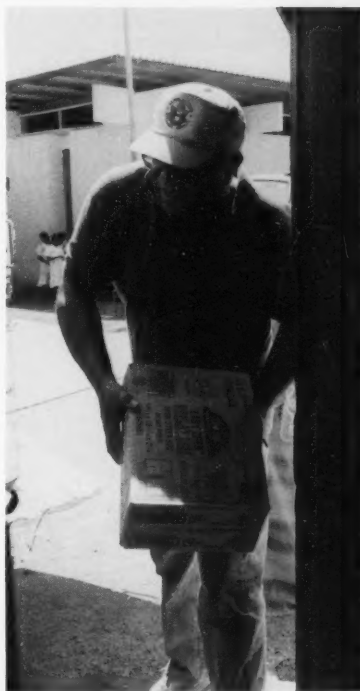


The author with some of his wares.

on that our mission would have to make a physical effort to assure that the soldier's fare made its way to the intended beneficiaries. As the post refugee officer, I had witnessed the fall from grace of a local Djiboutian relief organization and a high-level UN bureaucrat who had pilfered. Monies that were to be spent on "supplemental food" for refugee families instead went into a UN official's bank account in Geneva.

Our embassy general services officer, Gary Gibson, gave me permission to use the one rusty flatbed truck that remained in the embassy's battered fleet of vehicles, on condition that we moved food on Saturday mornings. I knew that some 286 pallets awaited us in the port where the excess food had been offloaded after the Gulf war. More than a third of the pallets contained "ready-to-eat" bread—a most unpalatable orange-tinged biscuit that is supposed to seem fresh even two years out of the oven. We allowed the World Food Program access to the bread to feed refugees in Djibouti's four refugee camps. While not the best of breads, the Army bread proved easier to eat than the unground wheat and millet that is the refugees' normal fare in the camps.

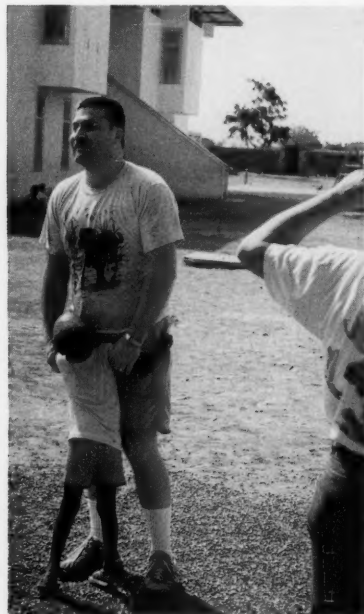
With the embassy forklift out of commission, I calculated that we would be



The ambassador at work.



*Donna Millet and Bill Felter lend a hand.*



**A Djiboutian child shows his appreciation. He's hugging Dennis Rea of the U.S. Air Force.**



*Carolyn Baquet at the orphanage.*

able to move, at most, two truckloads of the remaining food per morning, with eight pallets per truck. That meant a total of at least 20 truckloads!

Carolyn Baquet and I sat down and determined which groups of people

needed assistance. We decided to focus on orphanages and hospitals first. On October 25 we brought seven pallets of lasagne to the Italian-run hospital in the surrounding slum city of Balbala. The director of the hospital smiled incredulously at the thought of feeding his patients American-made lasagne!

The girls' orphanage of Djibouti was next on our list of food recipients. The director of the orphanage sampled our wares and concluded that the girls would prefer chili lunchbuckets and the vanilla pudding. So on Veteran's Day, Ambassador and Carolyn Baquet, along with the ambassador's secretary, Donna Millet, and the embassy's Bill Feltner stacked some 16 pallets in the orphanage storeroom. After stacking what amounted to nearly 3,000 cartons of pudding and chili, we conducted a pudding-tasting on the grounds. The director was right—the kids loved the pudding!

I felt the children's satisfaction was ample compensation for aching muscles and sore backs, but I vowed to get more help the next time around. On President's Day, some 30 volunteers from the Air Force and Navy unloaded more than four tons of lunchbuckets and pudding at the orphanage.

Before calling it a day, we made a special delivery of pudding to the Nativity Infant's Orphanage that adjoins the embassy compound. There, the Franciscan order of nuns feeds and cares for 20 to 30 infant orphans, including several aids-infected babies abandoned by prostitutes in Djibouti-ville. In March we restocked the orphanage with powdered milk and canned fruit to supplement the crates of vanilla pudding.

The Catholic sisters who run a tuberculosis clinic in the town of Ali Sabieh informed us that they needed food for their patients. The cathedral in Djibouti agreed to serve as our depot for food which the sisters would have ready access to. I made a plea for help to unload the food. Embassy staff and their family members as well as temporary-duty people in town turned up on November 15 and crammed eight pallets of pudding and eight of lunchbuckets into the cellar of the cathedral.

All this goes to show that there are positive humanitarian spinoffs that are little-noticed but much appreciated from massive U.S. military operations such as Desert Shield and Restore Hope. ■



---

# Running in Reykjavik

(To the tune of Jimmy Buffet's song about a much warmer place: "Margaritaville"):

## I

Watching the snow climb  
Up toward the roofline.  
Hearing that cold arctic wind whistling round.  
The radio broadcast  
Says we've got a gale forecast.  
A typical winter in Reykjavik town.  
[Chorus]:  
Trying to run the roads again in Reykjavik.  
Guess the city street crews have run out of salt.  
Some people claim the jolasveinn is to blame,<sup>1</sup>  
But I know it's the huldufolk's fault.<sup>2</sup>

## II

Don't know the reason  
I go out at this season,  
But I might catch some rays from that old arctic sun.  
I remember the last time  
I thought I saw sunshine.  
It must have been back around December 1.

## [Chorus]

Trying to run the roads again in Reykjavik.  
Guess the city street crews have run out of salt.  
Some people claim the jolasveinn is to blame,  
But I know it's the huldufolk's fault.

## III

Down on the duck pond,  
The skaters have all gone.  
Only the geese are equipped for this cold.  
With down jackets they don't freeze,  
But you'd think they'd have cold knees,  
And that diet of breadcrumbs has got to get old.<sup>3</sup>  
[Chorus]  
Trying to run the roads again in Reykjavik.  
Guess the city street crews have run out of salt.  
Some people claim the jolasveinn is to blame,  
But I know it's the huldufolk's fault.

## IV

Fighting the headwinds,  
Frostbite on my cold skin,  
Guess I'd better get out of the snow.  
It's time to head inside  
When the thermometer outside  
Shows a windchill factor of 20 below.  
[Chorus]  
Trying to run the roads again in Reykjavik.  
Guess the city street crews have run out of salt.  
Some people claim the jolasveinn is to blame,  
But I know it's the huldufolk's fault.

—COLIN HELMER  
Economic/commercial officer



---

<sup>1</sup> *Jolasveinn*: Iceland is blessed with 13 "Santa Clauses" called *jolasveinn*. They are known for playing pranks on unsuspecting individuals, such as stealing food or household articles.

<sup>2</sup> *Huldufolk*: Icelandic folk tales often concern the activities of the *huldufolk*, or hidden people, who are believed to live inside large rocks and hillsides. Like the *jolasveinn*, they are known for playing tricks on mortals, but generally with more serious consequences for the victim.

<sup>3</sup> *breadcrumbs*: The Reykjavik municipal government dumps several hundred pounds of stale bread each week on the pond in the center of the city to help the resident waterfowl get through the winter. The pond becomes a popular ice skating spot when it freezes. ■

# HONORS & AWARDS

## Dion wins Raphael award; Sandberg is runner-up

Jerrold Mark Dion, consul general in Istanbul, is the winner of the latest Arnold L. Raphael Memorial Award, named in honor of the ambassador who was killed in a plane crash in Pakistan in 1988. The award is given annually to an individual with Mr. Raphael's "ability to develop the potential of his peers and subordinates." Mr. Dion received \$5,000 and a certificate signed by Secretary Christopher.

Dennis A. Sandberg, deputy chief of mission in Copenhagen, was the runner-up. Also nominated were William H. Courtney, Alma-Ata; John R. Dawson, Office of Panamanian Affairs; Margaret M. Dean, Bureau of Intelligence and Research; Shaun E. Donnelly, Office of European Regional Political-Economic Affairs; Kristie A. Kenney, National War College; James F. Mack, Quito; and Roger A. McGuire, Bissau.

The award committee was headed by Nancy Ely-Raphel, deputy assistant secretary for human rights and humanitarian affairs and widow of the late ambassador. Members were William J. Burns, former deputy director of the Policy Planning Staff; Jeffrey Davidow, deputy assistant secretary for African affairs; Mildred A. Patterson, director, Citizens Emergency Center; and Richard J. Shinnick, executive director of the Near East and South Asia bureaus.

### Mark Dion: 'a superb professional'

Mr. Dion was nominated by six former coworkers—Carl Gettinger, William Brownfield, Joseph McBride, Stephen Tomchick, Michael Fitzpatrick and Garland Dennet—who praised him for his role as deputy chief of mission in Lima and San Salvador. The nomination said: "El Salvador and Peru were both violent, destructive places. The lives of those serving there were often put in jeopardy by car bombings and grenade and machine-gun attacks on our embassies. Mark Dion held up the morale of his colleagues during very difficult times. He was a superb professional who found the time to be a dedicated friend, and in



Mr. Dion



Mr. Sandberg

return, he had the loyalty of an entire embassy in San Salvador, and again in Lima."

The officers commended Mr. Dion for his assistance in resolving a grisly murder in El Salvador: "On December 2, 1980, four American churchwomen were raped and shot dead in a remote area of El Salvador," they wrote, adding: "It is largely due to Mark Dion's leadership that the killers were identified, arrested and ultimately convicted. He pursued this case relentlessly, regularly appearing at the offices and homes of political and military leaders to push for more effective action. Most important, he set aside the cautious advice of senior colleagues and gave his backing to risky, but ultimately successful efforts of more junior officers to track down the killers.

"Mark Dion left El Salvador in 1981, but from a distance continued to support the officers that had worked with him. From Rangoon he nominated a second-tour officer, Carl Gettinger, for the 1982 Harriman Award for his work on the churchwomen case. Mr. Gettinger received that award; he and another junior officer, William Brownfield, went on to receive citations from the F.B.I."

Describing Mr. Dion's efforts in Peru, the nomination noted: "Lima is one of only four 'critical threat' posts. For two years before Mark Dion arrived, political officers had been under an embassy-imposed prohibition from entering 'emergency zones' (where) narcotics traffickers combine forces with guerrillas. Mr. Dion broke with this cautious policy, agreeing with officers who insisted that the risks of entering the zones were outweighed by the need to find out more about developments outside the major cities. He also promoted courage of a different sort—forthright mission reporting on the human rights abuses occurring in Peru.

"Again, he showed his trademark loyalty to those who worked with him. As chargé, he decided to fill a long gap in the (staffing of the) political counselor position (by appointing) a first-tour officer, Maria Sanchez-Carlo. His selection proved a good one; she performed ably and went on to be named principal officer in Recife only two years later. He ensured that Garland Dennet went on to receive the top award in 1990 for 'outstanding collector,' given by the director of central intelligence, and human rights reporter Mike Fitzpatrick received the 1991 Harriman Award.

"Mark Dion is what a public servant should be," the nominators concluded. "He has seen to it that those who are beginning their careers should benefit from his experience. Those of us who have served with him under difficult circumstances recall him in times of danger as the most steady and resourceful person in the room."

### Sandberg: 'tireless, always constructive'

Mr. Sandberg was nominated by 10 current and former colleagues for his efforts in guiding their careers. Said Kay Daly of Embassy Managua: "Mr. Sandberg and Ambassador Raphael may not have been acquainted but they are kindred spirits. He was never an easy taskmaster but he was fair. If we didn't quite get it right the first time, then a second or third try was required. He leveled criticism quickly but calmly, and kudos unstintingly, depending on the occasion."

Eric Edelman, a deputy assistant secretary at the Department of Defense, said: "I worked for Dennis Sandberg 10 years ago as a junior watch officer and editor in the Operations Center. He made it a point to take junior officers aside and counsel them. I attribute much of my progress to the valuable management lessons I learned from him."

William McGlynn, an economic officer in Vienna who also worked with Mr. Sandberg in the operations center, said: "Dennis was tireless and always constructive in helping junior officers improve their writing skills. He also demonstrated a special commitment to equal employment opportunity, increasing the number of women and minorities in the Operations Center and proposing the

recruitment of a handicapped officer."

Added Tim Collins, a desk officer in the Bureau of European and Canadian Affairs: "Dennis was particularly supportive of the Civil Service clerical employees in the center. I was then a GS-6 or 7, but he treated me like an equal and assigned me to serve as a watch officer during staffing gaps. His flexibility ensured that morale was high."

Said Stephanie Sullivan, a desk officer in the Bureau of African Affairs: "While Dennis Sandberg was deputy chief of mission in Yaounde, he provided me with guidance during my first tour in Douala. I was the sole State officer for two months, and then acting principal officer for five months. Resisting the urge to micromanage, Dennis respected my judgment. His support afforded me an opportunity to blossom early in my career."

Whitney Young Baird of Embassy Lome wrote: "Counseling was not a four-times-a-year event to comply with employee evaluation review precepts; it was an ongoing process of education in the ways of the Foreign Service. He resisted the temptation to take over projects when encouragement and guidance would do. I would serve anywhere for the opportunity to work with him again."

Michael Hammer, a desk officer in the Europe bureau, said: "When it appeared that my position might be abolished, Mr. Sandberg counseled me and worked to make sure that, if I would have to depart post on short notice, it would be under the best possible circumstances for me and my family."

Three colleagues at the runner-up's current post provided testimonials. Carolyn J. Roach, a first-tour secretary in Copenhagen, said: "Aware of my private-sector experience, he encouraged me to become involved in special projects and housing and commissary boards. I was given opportunities to excel, and this has led me to pursue a new career as a Foreign Service officer."

Said Lilli Zilstorff, a 40-year Foreign Service national employee: "Mr. Sandberg recognizes each individual's strengths and makes sure that all of us—Foreign Service officers and Foreign Service national employees—understand the role we are playing. At the same time, he is one of the most caring people I have met. Whether it is illnesses or personal

## James (Pete) Pierce, watch officer, wins Keogh Award

James (Pete) Pierce III, a watch officer in the Bureau of Intelligence and Research, is the latest winner of the bureau's annual Keogh Award, named in honor of Dennis Keogh, a former watch officer who was killed by terrorists in Namibia in 1985. Mr. Pierce's name will be added to a plaque in the bureau's watch center.

Mr. Pierce was voted the "intelligence officer who best exemplified the ideals of professional competence throughout the year." The ballots were cast by his Foreign and Civil Service colleagues in the watch center. He is a 12-year veteran of the watch. □



James (Pete) Pierce III, center, receives the Keogh Award from Philip C. Wilcox Jr., acting assistant secretary for intelligence and research, right, and Margaret Dean, chief of the Current Intelligence Staff.

problems, he is always there to give comfort."

Added administrative officer Peter Bodde: "During our tenure together, we have faced numerous crises. In one difficult situation, we were forced to dismiss one-third of our State Foreign Service national staff on budgetary grounds.

"Throughout this painful process, Dennis stood by me. He insisted that we meet with all of the employees individually. The event was manageable because of his sound advice before, during and after the dismissals. His commitment to the welfare of the staff and the trust he developed throughout the mission remains a model for all of us." ■



THE HOLY SEE—Deputy chief of mission Cameron R. Hume, left, receives Superior Honor Award from Ambassador

Thomas P. Melady for his work facilitating the Mozambique peace negotiations.

# THE CURSE OF THE RUBBER YARDSTICK

BY TAYLOR JESSE CLEAR

The author, a Foreign Service officer, is currently detailed to the Pentagon.

**T**HIS ARTICLE tells of one State officer's pilgrimage to the Great Southwest (of Washington, D.C.) to serve, with his U.S.I.A. colleagues



Mr. Clear

and one public member on the information agency's most recent selection boards. The agency graciously permitted me to share with you some insights my stint there generated. While U.S.I.A. surely has its own eccentricities, all of us toilers in the foreign affairs vineyards, of whatever department or agency, will see ourselves clearly reflected—often warmly, sometimes uncomfortably—in this mirror.

The Curse of the Rubber Yardstick is alive and well at U.S.I.A., as it is in State and elsewhere. Some performance reports submerged truly outstanding officers in a miasma of verbal sludge. Others lifted humdrum performances to seeming star status through deftly-worded narrative. But recurring patterns of drafting provided the most penetrating insights—at least as much into the rating officers, the reviewers and the system itself, as into the officers being rated. Some examples:

## Implicit assumptions

*1. Ethnic overkill and gender bias.* Many rated minority officers indeed were often identified as such—and inadvertently narrowed in their professional dimension—by their rating officers' well-meant but inappropriate dwelling on their roles in ethnic holiday activities, alleged "special cultural sensitivities" and particular affinity for the geographic area of their ethnic origin.

My panel observed as well that evaluations of women officers, when compared with those of their male counterparts, tended to detail more subjectively their personal and professional characteristics and less objectively their substantive contributions to the work of the mission. Too, raters disproportionately cited "interpersonal relations" as a problem with women officers when compared with male officers—of whatever ethnic persuasion.

*2. Sacrificial families.* We remained largely unimpressed by totems of rated officers' putative organizational loyalty. These were detailed by anecdotes demonstrating officers' willingness to discount even their own family's welfare. One officer gained fulsome praise for his devotion to duty; he had left his third world post early and alone in order to visit other posts which he might later service from an upcoming Washington assignment. This display of zeal left to his family the entire trauma of packing out and departure from post.

Scores of other officers won commendations for unnecessarily missing vital family milestones (graduations, reunions, hospital recoveries) while logging countless overnights and weekends in order to finish official projects—many of questionable priority, value or real importance. In reality, such behavior called into question the officers' fundamental judgment.

*3. Zap the locals.* The panel was presented time and again with scenarios in which the rated officers, newly-arrived at post, found utter chaos and dispirited/hostile/incompetent Foreign Service nationals. However, they soon whipped them into shape and created a new phoenix-from-the-ashes. (Much as their predecessors had done only two years earlier). In the main, we found these recurring themes of cyclical entropy and feckless national employees to be tiresome and less than credible, unless fully developed by specific example.

Too, on the domestic side—in Washington—we counted abundant references to rated officers' strenuous efforts to improve performance and adjust attitudes of poorly-trained or unmotivated clerical staff. Of course these efforts were commendable when adequately documented and detailed. But more often, raters' unsupported stereotypes of Lazy Locals and Sassy Secretaries—foils who served mainly to demonstrate the rated officer's alleged managerial prowess—betrayed an unbecoming elitism and seldom impressed us.

*4. Hearts and minds fallacy.* In this post-cold war era, the following gambits seemed almost ... quaint. Rating officers detailed their subordinates' extraordinary efforts to penetrate university Hotbeds of Radicalism in search of contacts for the future. Also praised were rated officers' successes in convincing communist/leftist/other America-hating editors/reporters/scholars' opinion

—(Continued on Page 63)



# EQUAL EMPLOYMENT OPPORTUNITY



Members of the Foreign Affairs Chapter of Blacks in Government at a Black History Month program in the Dean Acheson Auditorium. From left: Jim Washington, Dan

Curtis, Ken Harris, Phyllis Cunningham, president Lewis Cleveland, Sherry McDuffie, James Veal (obscured), Sheila Stewart, Mitchell Fleming, M. Celeste Jackson, David

Cox, Delores Dowd, Barbara Harris, Anita Cary, John Ellis (obscured), Gwendolyn Fleming-Simpson.

## Women's History Month observed

The Department observed National Women's History Month with a program sponsored by the Women's Action Organization, the Office of Equal Employment Opportunity and Civil Rights and A.I.D., in the Dean Acheson Auditorium on March 23. Alice M. Rivlin, deputy director of the Office of Management and Budget, spoke on "The Economic Impact of the Budget on Women in the Workforce." □

## A group for gays is established

An organization called Gays and Lesbians in Foreign Affairs Agencies has announced its establishment. The group said it hopes to work with management on issues that include "the formulation and dissemination of a policy statement of

nondiscrimination on the basis of sexual orientation; relief from the discredited notion that homosexuals pose a greater security risk than heterosexual employees; fostering a workplace environment that is supportive of all employees regardless of sexual orientation; parity in the application of employment policies; and promotion of the congressionally-mandated directive that the Foreign Service be truly representative of the American people."

The statement continued that the group had met with senior officials and the American Foreign Service Association. It added: "A document that partially addresses the request for a clear statement of nondiscrimination on the basis of sexual orientation has emerged from the director general."

The director general's statement, recently revised to clarify the Department's long-standing policy of nondiscrimination, says: "Sexual orientation does not constitute a basis for denial of employment or security clearance.

"Sexual conduct may be relevant to determinations of employment suitability

and security clearance eligibility. The standards of conduct by which an employee is determined to be suitable for employment and eligible for security clearance shall be applied uniformly.

"The Department's policy is to conduct limited and discreet investigations into substantial allegations of sexual conduct that might have the potential to embarrass the U.S. Government, adversely affect the efficiency of the service or render the employee vulnerable to coercion.

"Regarding the latter, such investigations are designed to determine whether the individual's behavior could be exploited to the detriment of U.S. national security interests through entrapment, blackmail or other improper influence."

The new organization said its members are drawn from the Foreign Service and Civil Service ranks at State, A.I.D. and U.S.I.A., both here and abroad. To receive information about it, write to Post Office Box 18774, Washington, D.C. 20036-8774, or telephone (202) 797-5510. ■

# A S K      D R.      K E M P



This column by LaRae Kemp, M.D., chief of the Department's Office of Medical Services, appears monthly in *STATE*. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Kemp directly. In either case, your privacy will be respected; your post will not be identified. □

**Q.** **SOUTH ASIA**  
What is the risk of contracting cholera when traveling overseas? I have been reading about the epidemic popping up in one country after another.

**A.**  
Contamination of food and water with fecal material (stool) is the method of transmission of this bacterial, diarrheal disease. Your risk of contracting the disease is virtually nil if you use common sense abroad. Drink only bottled waters or sodas. Avoid beverages of questionable origin. Say "no" to ice offered in beverages. Avoid eating raw or uncooked food, particularly raw seafood. Shellfish may be an especially important mechanism of infection; raw or undercooked seafood from polluted waters has been the cause of several outbreaks throughout the world (Italy in 1973, Peru in 1991).

You must wash your hands before and after using the bathroom. You cannot, however, be certain that food-handlers serving you foodstuffs have done the same. Thus, be certain to avoid purchasing snack foods and beverages from street vendors who don't have access to running water and handwashing facilities. In restaurants, eat only foods that are cooked and hot, or fruit that you can peel yourself.

The rule for avoiding all types of travelers' diarrhea—"boil it, cook it, peel

it or forget it"—certainly is valid when visiting a country where cholera is endemic or commonplace. You should know that cholera vaccination hasn't been shown to be fully effective, and is of no value in the control or management of a cholera epidemic. Cholera vaccination is not recommended by me, by the Centers for Disease Control and Prevention or by the World Health Organization. No countries should require cholera vaccination as a condition for entry. Ingestion of safe food and water (admittedly difficult in some parts of the world), as well as utilizing personal hygiene measures, should minimize your risk.

**Q.** **MEDITERRANEAN BASIN**  
I know it has something to do with the heart, but what does C.A.B.G. mean?

**A.**  
Coronary artery bypass grafting (C.A.B.G.) is the surgery commonly referred to when open heart surgery is involved. The surgery has been performed on millions of Americans for symptoms related to coronary artery disease (obstruction of the blood flow to the heart muscle). The surgery is recommended for people who have severely obstructed or blocked arteries to the heart and who haven't responded to medication or drug therapy for their symptoms of chest pain, usually referred to as angina. Veins from the leg or an artery from the chest wall are used to bypass the blocked coronary (heart) arteries.

**Q.** **UNITED KINGDOM**  
Our eight-year-old daughter's asthma seems to be related to changes in the weather. Is this common?

**A.**  
For people with asthma, a shift in the weather may mean a trip to the hospital, according to the American Lung Association. Researchers compared meteorological records with emergency room visits for children suffering from acute asthma. The visits were more likely to occur at times when there were significant afternoon changes in the temperature and heat content of the air.

This study and others suggest that, in asthma, the lungs may have trouble adjusting to sudden shifts in temperature and humidity. According to one theory, the airways may overreact to cold air by sending too much blood through the lungs to rewarm them. The result is a swelling of the tissue lining the bronchial tract, which leaves less space for air flow.

Another theory suggests that the problem is caused by nerve receptors that are especially sensitive to changes in temperature. Most asthma experts feel it's important for anyone with asthma to be aware of all possible triggers, including the weather, such as in your daughter's case.

**Q.** **WASHINGTON**  
The presence of endemic malaria is a factor, often deciding, which influences everyone's overseas assignment decision. A recent *Newsweek* article makes clear that malaria is a scourge as serious as the Aids epidemic, and noted the worrying trend in the increasing ineffectiveness of malaria prophylaxis. It would be helpful if you could provide us with an update on the medical and scientific communities' efforts to develop malaria vaccines and to find other means to combat malaria.

**A.**  
Years ago, in medical school lectures, I recall listening to fascinating discussions on malaria vaccine research. During the Vietnam war, the U.S. military was actively involved in seeking a malaria vaccination. The World Health Organization has long been sponsoring research in the area of malaria vaccines.

To date, the results of the research have been disappointing. As for the future, my tropical medicine consultant advises that considerable effort and money has been spent through the years in developing malaria vaccines, much of it sponsored by the U.S. Government. Although certain important breakthroughs have been made, formidable technical difficulties remain before an effective vaccine is available. Experts don't expect to have a satisfactory vaccine for at least five years or more. That may be an optimistic prediction.

Until vaccination against malaria becomes a reality, you must continue to

utilize available, albeit imperfect, preventive measures. Besides encouraging the regular use of appropriate antimalaria drugs, preventive disease experts equally emphasize mosquito avoidance measures such as regular use of mosquito nets, use of skin insect repellent, spraying clothing with repellents and proper house screening. My office has worked with posts and bureaus to provide these antimosquito measures to each household and individual in malarious areas, at our Foreign Service posts around the world.

**Q.** WESTERN MARYLAND  
*As a retiree with many years in the public health field, I wish to compliment you on the splendid informative article on condom use and Aids prevention with teenagers in the March issue. However, I must take issue with you on the use of the word "Aids" throughout the article, instead of the word "AIDS." The objective of health education forums such as your column is to educate and inform the public-at-large; this is best done with easily understood words and rhetoric. Please, in the future, when writing for the layman, stick with AIDS, TB and HIV. These are all phrases and acronyms the lay public is familiar with, and are used in medical as well as nonmedical publications.*

**A.**  
Thank you for your observations, I hope you and your family members used the article as a basis for a discussion and dialogue with any teenagers residing in your household. You are quite correct; the Centers for Disease Control and Prevention, the National Institutes of Health, as well as Health and Human Services all use the capitalized acronym AIDS and HIV (for acquired immunodeficiency syndrome and human immunodeficiency virus) in health education materials. The real issue of course is that unlike other viral infections, this viral infection can be prevented through lifestyle modifications. Until a vaccination is available, the public must be made aware of ways to protect themselves from becoming infected with the H.I.V. virus which leads to full blown Aids infection with its devastating complications. I appreciate your generous comments. Please write again as we are

always happy to receive words of wisdom from public health colleagues.

(Editor's note: The editor takes responsibility for the spelling you object to. The editorial policy of this magazine is to minimize the use of acronyms, for the sake of clarity and ease in reading. Some acronyms that gain common currency in the language often are rendered without capital letters in various publications. The ban on acronyms must be consistent.)

**Q.** NORTHERN VIRGINIA  
*In the past few years, when any family members or friends have been hospitalized, it seems they are out of the hospital barely hours after they enter. I hear the phrases "ambulatory care" and "day surgery" frequently. Why is it that hospital stays are shorter and shorter for conditions and operations that used to require long stays?*

**A.**  
Good question. The obvious first reason is that the shorter the stay, the less expensive the bill. There are other factors, though, that have influenced this phenomenon. These are advancements in technology (surgical and medical), more powerful pharmaceuticals, better anesthetics with fewer debilitating side effects, as well as decreases in government and private insurance reimbursement levels.

With these changes, medical schools and residency programs are finding it necessary to restructure their agendas to include topics specially aimed at "ambulatory care medicine." With this trend in health care shifting more toward delivering health care on an outpatient basis, patients now find themselves going to hospitals as outpatients for diagnostic care, treatment, plus follow-up procedures which previously required lengthy hospitalizations. For example, in recent years a patient who had a heart attack or an ulcer attack might spend weeks in the hospital, first establishing the diagnosis, then convalescing. Now many heart attack patients are home within a week, and most ulcer conditions are treated on an outpatient basis. Faster recovery times ensue, which means less time away from home and work, fewer chances of hospitalization-induced complications (nosocomial infections), and a quicker return to normal

activities of daily life.

I note that this trend toward fewer inpatient days is occurring worldwide, although at some posts abroad, patients are still hospitalized for procedures that would be outpatient events in the United States. □

## Weight control

An Overeaters Anonymous support group is meeting weekly in the Office of Medical Services, on Wednesdays at noon in Room 2260. There is no fee for the group. Medical Services says Overeaters Anonymous involves a 12-step program based on the principles of Alcoholics Anonymous. For information, call the health unit, 647-2546. □

## Retired nurses

The Retired Foreign Service Nurses Association will hold its third annual reunion in San Antonio, November 5-6. For information on attending the event or joining the organization, contact Dottie Korn Bishop, 131 Cypress Point, St. Simons Island, Ga. 31522, (912) 638-4018. ■



KARACHI, Pakistan—Etta Thurmond at her retirement party after 20 years of Government service and 6 as the nurse practitioner here.

# CIVIL SERVICE PERSONNEL

## Promotions

### GG-13

**Bevacqua, Frank Louis**, International Joint Commission

### GM-13

**Barnett, Wanda L.**, Diplomatic Security, Employee/Contractor Clearance Section

**Board, John M.**, New Orleans Passport Agency

**Boland, Audrey Lynne**, Office of Inspector General

**Friedt, Anita E.**, Intelligence and Research, Eastern Republics Division

**Holmes III, George F.**, Bureau of Administration, Information Management

**Liverpool, Gregory B.**, Bureau of Administration, Information Management, Printing Services

**Morris, Marie E.**, Bureau of Administration, Systems and Network Management Branch

**Ramsay, Lorna E.**, Office of Foreign Buildings, Interior Design and Furnishings

**Sewell, Granville C.**, Oceans bureau, Office of Global Change

**Shields, Barbara J.**, Diplomatic Security, Employee/Contractor Investigations Section

**Staheli, Linda Anne**, Oceans bureau, Cooperative Science and Technology Programs

### GM-14

**Jackson, M. Celeste**, Office of Foreign Buildings, Financial Management

**Prowe, Garry J.**, Bureau of Administration

**Scott, Veronica E.**, Bureau of Personnel, Information Management

### GM-15

**Geoghegan, Margarita Riva**, U.S. Mission to Organization of American States

**Parrish, Dawn M.**, Office of Chief Financial Officer, Systems Development

**Stacy, Gerald Lee**, Politico-Military Affairs

### GS-3

**Acierto, Aida Ifurung**, Seattle Passport Agency

**Dupre, Justin James**, Seattle Passport Agency

### GS-4

**Castle, James W.**, Passport Services

### GS-5

**Feimster, Lawanda Dyanne**, Passport Services

**Jackson, Gary Beldon**, Passport Services

**Thompson, Curtis Bernard**, Office of Inspector General

**Zakielarz, David T.**, Office of Inspector General

### GS-6

**Ausbrooms, Sheila A.**, Office of Inspector General

**Dobbs, Michael**, Office of Citizens Consular Services, European Services Division

**Fenwick, Gale M.**, Bureau of Personnel, Office of Performance Evaluation

**Jewell, Earl K.**, Bureau of Personnel, Budget Branch

**Nikolopoulos, Elizabeth E.**, Boston Passport Agency

**Simek, Zoltan**, Paris

### GS-7

**Abundis, Elizabeth Denise**, Diplomatic Security, Los Angeles Field Office

**Beck, Enid**, New York Passport Agency

**Capelli Jr., Stephen L.**, Bureau of Administration, Information Management

**Ellis, Joe W.**, Bureau of Administration, Information Management, Telecommunications Operations

**Huffman, Robert L.**, Politico-Military Affairs

**Kong, Kathy S.**, Philippine Affairs

**Kristie, Louis E.**, Los Angeles Passport Agency

**Lehrisse, Michael A.**, Bureau of Administration, Information Management, Telecommunications Operations

**Lum, Aurora L.**, Diplomatic Security, Los Angeles Field Office

**Martin, Timothy P.**, Passport Services

**Mirzayans, Eileen**, Los Angeles Passport Agency

**Nixon, Pamela D.**, East Asian and Pacific Affairs

**Peterman-Smotherman, B.E.**, Bureau of Personnel, Policy Coordination Staff

**Scott, Teresa D.**, Bureau of Administration, Information Management

**Warner, Ricardo M.**, Refugee Programs

**Wood, Teresa M.**, International Organization Affairs, International Institutions Policy Staff

### GS-8

**Markon, Lavaune Teresa**, Oceans bureau, Cooperative Science and Technology Programs

**Williams, Gwendolyn C.**, Politico-Military Affairs

### GS-9

**Brauchli, Karen A.**, Bureau of Administration, Information Management

**Butler, Laurie K.**, Seattle Passport Agency

**Candelario, Fern M.**, Office of Chief Financial Officer, Office of Management Systems and Programs

**Deshazo, Conchita Loren**, Oceans and Fisheries Affairs

**Hartley, Ronald R.**, Bureau of Administration

**Heaps, Robert K.**, Consular Affairs, Citizens Emergency Center

**Hutcheson, Gail M.**, Bureau of Administration, Information Management, Personnel Management

**Kirby, Valerie Y.**, Refugee Programs

**Koban, Danielle Woerz**, Bureau of Administration

**Makle, Iris J.**, Visa Services

**Ruiz, Roberto R.**, Passport Services

**Wadium, Elizabeth Mary**, Office of Citizens Consular Services, Inter-American Services Division

**Wiggins, Daniel M.**, Bureau of Administration

**Williams, Cheryl F.**, Office of Chief Financial Officer, Office of Budget and Program Execution, International Programs Division

### GS-11

**Beni, Alan J.**, Consular Affairs, Personnel Management

**Bremner, Marilyn J.**, Bureau of Public Affairs, Office of Public Communications

**Carter, Mary C.**, Bureau of Personnel

**Douglas, Minda Harvey**, San Francisco Passport Agency

**Gurney, Yvonne Ann**, Bureau of Personnel, Junior Officer

### Division

**Larson, Linda A. Tetsutani**, Seattle Passport Agency

**McFarland, Sheila Smith**, Office of Foreign Buildings, Real Property Management

**Paulus, Richard Steven**, Office of Protocol, Ceremonials Division

**Pinzow, Frances Lynne**, Consular Affairs, Personnel Management

**Sarabia, Lucia R.**, Office of Allowances

**Wilds, Billie A.**, Medical Services

**Williams, Ella M.**, Politico-Military Affairs

**Woody, Jennifer M.**, East Asian and Pacific Affairs, Office of Executive Director

### GS-12

**Bromell, Wanda G.**, Office of the Secretary, Office of Executive Director

**Brown, Anita A.**, Bureau of Personnel, Office of Employee Relations

**Buzby, Daniel John**, Politico-Military Affairs

**Clements, Kelly Tallman**, Refugee Programs

**Eichelberger, Tecora A.**, Office of Chief Financial Officer, Fiscal Operations

**Fiegel, Mark A.**, Office of Chief Financial Officer, Domestic Financial Operations

**Fisher, Mary J.R.**, Bureau of Personnel

**Giacomin, Gelinda M.**, Foreign Service Institute, Audio-Visual Facility

**Guitron, Elissa F.**, Intelligence and Research, Office of Intelligence Liaison

**Johnson, Karla L.**, Bureau of Administration, Information Management, Graphics and Editorial Services

**Kelley, Cheryl T.**, Office of Chief Financial Officer, Domestic Financial Operations

**Lee, Donald M.**, Diplomatic Security, Employee/Contractor Clearance Section

**McBrayer, Regina C.**, Bureau of Administration, Information Management, Graphics and Editorial Services

**Schol, Philip P.**, Bureau of Administration, Information Management, Graphics and Editorial Services

**Spriggs, Lashaviao R.**, Office of Chief Financial Officer, Regional and Functional



Allotment Section  
**Taylor, Reaver L.**, Bureau of Administration, Domestic Acquisitions Branch

#### GS-13

**Flournoy, Arthur W.**, Bureau of Administration, Information Management, Digital Systems Acquisition

**Nelligan, Joanne**, Bureau of Administration

**Poindexter, Deloise L.**, Bureau of Administration, Information Management, Contemporary Documents Review Division

#### WG-6

**Vargas, David**, International Organization Affairs, General Services Section

## Appointments

**Ata, Jorge Gamal**, Foreign Service Institute, Romance Languages

**Banks, Toni J.**, Los Angeles Passport Agency

**Bennet Jr., Douglas J.**, International Organization Affairs

**Berube, Antoine J.**, African Affairs, Office of Executive Director

**Binnendijk, Johannes A.**, Office of the Secretary

**Bournes, William V.**, Office of Foreign Buildings, Acquisitions and Disposals Branch

**Brante Zards, Diana**, Foreign Service Institute, North and East European Languages

**Brimmer, Esther Diane**, Office of the Secretary, Transition Team

**Bruggeman, Michael E.**, Office of Foreign Buildings, Acquisitions and Disposals Branch

**Cager, Dalphine N.**, Alcohol Awareness Program

**Coombe, Helen R.**, Office of Foreign Missions

**Corrales, Martha Luisa**, Office of the Secretary, Transition Team

**Crump, Frank B.**, Human Rights and Humanitarian Affairs

**Darwin, Katherine Lee**, Office of Protocol, Visits Division

**Dawson, Theodore A.**, European Affairs, Office of Executive Director

**Dear Jr., Douglas S.**, Grievance Staff

**Donovan, Margaret A.**, Office of

Under Secretary for Management

**Douglas, Susan D.**, Bonn  
**Foster, Jane H.**, New Orleans  
Passport Agency

**Gonzalez, Isabel Flores**, Bureau of Personnel, Recruitment

**Grewe, Shirley Ann**, European Affairs, Office of Executive Director

**Harwood, David Nathan**, Office of the Secretary, Transition Team

**Harwood, Douglas James**, Office of Inspector General

**Hoza, Mei Lian M. Hall**, Foreign Service Institute, School of Professional Studies, Orientation

**Kagan, Frederick**, Foreign Service Institute, North and East European Languages

**Karmokolias, Elina**, Foreign Service Institute, North and East European Languages

**Kazemian, Parisa**, Office of Legal Adviser, International Claims and Investment Disputes

**Key, Keith Andrew**, Passport Services

**Li, Tsungmi**, Foreign Service Institute, Asian and African Languages

**Lindquist, Robert A.**, Office of Foreign Buildings, Acquisitions and Planning Office

**Lipinski, Linda**, Kingston

**Lopez, Rose Ann**, Office of the Secretary

**Lower, Robert S.**, Office of Foreign Buildings, Resource Management

**Mabon, David W.**, Bureau of Administration, Information Management, Historical Documents Review Division

**Magginas, Vassilios K.**, Office of Foreign Buildings, Civil/Structural Engineering Branch

**Margolis, Robin L.**, Office of Inspector General

**Marshall, Barbara Ann**, Bureau of Administration, Office of Procurement Executive

**McKee, Dennis Alan**, Politico-Military Affairs

**Meltzer, Alan D.**, Office of Legal Adviser, International Claims and Investment Disputes

**Metz, C. Thomas**, Office of Inspector General

**Mols, Diana Lynn**, Office of Foreign Buildings, Resource Management

**Muenzer, Angela M.**, Pre-Assignment Training

**Ogburn, Thu-Hang Hoang**,

Foreign Service Institute, Country and Regional Training Programs

**Oxman, Stephen A.**, European Affairs, Assistant Secretary

**Penn, Bill**, Los Angeles Passport Agency

**Peters, Betsy Ross**, African Affairs, Office of Executive Director

**Petrosian, Garegin**, Foreign Service Institute, North and East European Languages

**Phelps, Kathleen M.**, Office of Legal Adviser, International Claims and Investment Disputes

**Powell, Terry L.**, International Organization Affairs

**Rhee, Helen R.**, Office of Legal Adviser, International Claims and Investment Disputes

**Riley, Maureen Ann**, Foreign Service Institute, Research Evaluation and Development

**Rogin, Ronne Ann**, Bureau of Administration, Information Management

**Sameshima, Kathy Kisako**, Los Angeles Passport Agency

**Sapountzis, Panagiotis S.**, Foreign Service Institute, Romance Languages

**Schwartz Jr., Louis**, Diplomatic Security, Overseas Operations

**Shattuck, John**, Human Rights and Humanitarian Affairs

**Shea, James F.**, Bureau of Administration, Information Management, Contemporary Documents Review Division

**Sherman, Wendy R.**, Office of the Secretary, Transition Team

**Shoemaker, Marlene J.**, Passport Services

**Sisson, Dwight W.**, Office of Foreign Buildings, Construction Management

**Smith, Virginia F.**, Houston Passport Agency

**Sohn, Christina E.**, Politico-Military Affairs

**Srisunakorn, Rongruja**, Foreign Service Institute, Asian and African Languages

**Stalls, Anita Lancaster**, European Affairs, Office of Executive Director

**Watt, Elena N.**, Foreign Service Institute, North and East European Languages

**Williams, Thomas E.**, Human Rights and Humanitarian Affairs

**Xhixho, Anila**, Foreign Service Institute, North and East

European Languages

**Zager, Michelle E.**, Los Angeles Passport Agency

**Zolkower, Galit**, Office of the Secretary, Transition Team

**Zwenig, Francis A.**, International Organization Affairs

## Reassignments

**Amaral, Pamela Ann**, Pre-Assignment Training to Office of Curator, Diplomatic Reception Rooms

**Block, Eileen F.**, Bureau of Personnel to European Affairs, Office of Executive Director

**Brinker, Marianne M.**, Pre-Assignment Training to European Affairs

**Carnahan, Carol L.**, Pre-Assignment Training to European Affairs

**Eberhard, Carol Ann**, Oceans bureau to Politico-Military Affairs

**Frazier, Tracy L.**, Office of Chief Financial Officer to Bureau of Personnel

**Johnson, Patricia A.**, Bureau of Administration, Personnel Management to Foreign Service Institute, Personnel Office

**Mullen, Patricia**, San Francisco Passport Agency to National Passport Center, N.H.

**Ozier, Margie L.**, European Affairs to Diplomatic Security, Personnel Management

**Somers, Tracey L.**, Pre-Assignment Training to Office of Chief Financial Officer

**Summy, Heaya Ann**, Pre-Assignment Training to European Affairs

## Resignations

**Adams, Jo Ann G.**, Economic and Business Affairs, Office of Investment Affairs

**Aspen, Virginia Carole**, Bureau of Administration, Information Management, Software Engineering Branch

**Bain, Clifton R.**, Northeast Passport Processing Center

**Chuban, Punam**, Economic and Business Affairs, Planning and Economic Analysis Staff

**Cooper, Teresa Arlene**, Honolulu Passport Agency

**Dawson, Christine L.**, Policy

Planning Staff  
**De Weerd, Beth A.**, Bureau of Public Affairs  
**Deason, Joan L.**, Refugee Programs  
**Ealey, Jeanise Nadine**, Passport Services  
**Faigle Jr., John N.**, International Organization Affairs, Personnel Section  
**Frank Jr., Victor H.**, Manila  
**Gawthrop, Richard C.**, Office of Inspector General  
**Hart, Sylvia**, Passport Services  
**Hawkins, Robert Dee**, Houston Passport Agency  
**Herzberg, John M.**, International Organization Affairs  
**Jones, Catheryn M.**, Bureau of Public Affairs  
**Judt, Susan**, Economic and Business Affairs, Office of

Executive Director  
**Kansteiner, Walter H.**, African Affairs  
**Kirk, Mark S.**, Inter-American Affairs, Office of Assistant Secretary  
**Kyle, Christopher S.**, Diplomatic Security, Management Systems  
**Mills, David D.**, Los Angeles Passport Agency  
**Natale, Vincent R.**, Bureau of Administration  
**Peterson, Douglas E.**, Office of Ecology, Health and Conservation  
**Porter, Ellen A.**, Foreign Service Institute, Romance Languages  
**Quattrocchi, Roy Ross**, International Organization Affairs, Communication Section  
**Ryan Jr., Robert J.**, Oceans bu-

reau, Office of Assistant Secretary  
**Samuelian, Christine E.**, Bureau of International Organization Affairs  
**Schlaeppli, Janice Elaine**, Office of Chief Financial Officer, Payments Division  
**Seeds, Frances**, Language Services, Interpreting Branch  
**Segars, Ryan G.**, Office of Foreign Buildings, Administrative Management  
**Sikand, Ravindar K.**, Bureau of Administration  
**Tahir-Kheli, Shirin R.**, Bureau of International Organization Affairs  
**Walls, Phillip J.**, Bureau of Administration, Presidential-Vice Presidential Travel Support Staff

## Retirements

**Gregal, Margaret M.**, Bureau of International Organization Affairs, Host Country Relations  
**Kamer, Helen L.**, Office of Under Secretary for International Security Affairs  
**Kaufman, Paul D.**, Office of Inspector General of the Department  
**Kloewer, Susanne**, Office of Chief Financial Officer  
**Mabon, David W.**, Bureau of Public Affairs  
**Morton, Elaine L.**, Office of Legal Adviser  
**Sapountzis, Panagiotis S.**, Foreign Service Institute, Research Evaluation and Development ■



**BUREAU OF ADMINISTRATION**—At Senior Executive Service performance awards ceremony in the De-

partment, from left: *Vince Chaverini*, Office of Operations; *Jack Jenkins*, Executive Office; *Charles Respass*, Office of Op-

erations; acting assistant secretary *Jerome Tolson*; *Art Freeman*, Office of Information Management; *Ralph Wheeler*

and *Thayne Coffin*, both of the Office of Foreign Building Operations.

# FOREIGN SERVICE PERSONNEL

## Appointments

Akahloun, Ahmed, Montevideo  
 Anzaldua, Alfred B., Pre-Assignment Training  
 Auman, Janet G., Maseru  
 Bauserman, Ana Del Carmen, Guatemala  
 Bryson, M. Renee Goodrich, European Affairs  
 Burkhart, Sueli Martins D., Port-au-Prince  
 Cava, Joanne Marie, Nairobi  
 Charter, Christy K., Chiang Mai  
 Chatelain, Timmie Thomas, Specialist Intake  
 Cochran, Sally A., Pre-Assignment Training  
 Dougherty, Erin K., Budapest  
 Fiffick, Kathryn, Mexico City  
 Fleming, Teresa Elizabeth, San Jose  
 Galan, Peter W., Kinshasa  
 Gonzalez, Bernardino A., Guadalajara  
 Hansbrough, Laura E., European Affairs, Post Management  
 Harrington-Aydin, Nursret, Cairo  
 Hildebrand, Carl E., London  
 Hill, Ermelita, La Paz  
 Horvath, Ann Elizabeth, Budapest  
 Jamison, Shannon Shaw, Bucharest  
 Jefferson, Edward Dwaine, Specialist Intake  
 Kemp, Francine De Ferreire, Tel Aviv  
 Kim, Henry K., East Asian and Pacific Affairs  
 Kindred, Klinette H., Tegucigalpa  
 Kirby, Sara P., Copenhagen  
 Klecheski, Eloisa De Leon, Krakow  
 Kraus, Jeffrey, Moscow  
 Ladipo, Carmenita, Lagos  
 Laurance, Peggy D., Georgetown  
 Lawson, Amy J., Hong Kong  
 Lenhart, Martha E., Bangkok  
 Lofstrom, Ana Maria, Buenos Aires  
 Lutter, John E., Beijing  
 Malick, Susan M., Cairo  
 Mangum, Gloria, Dar es Salaam  
 McColl, Corinne Anne, Cairo  
 McCormick, Esther L., Brunei  
 Meerovich, Alisa, Kiev  
 Menezes, Frederico Lucena, Montevideo  
 Moore, John A., Specialist Intake  
 Morrow, Vanessa L., Lome

Murillo, Saul, Mexico City  
 O'Brien, Ruth N., Specialist Intake  
 Orley, Wendy M., Harare  
 Orlin, Richard Bruce, Specialist Intake  
 Patterson, Marjorie L., Nairobi  
 Purinton, Lucian B., Specialist Intake  
 Riesland, Nicholas J., Khartoum  
 Sather, Karen Jennifer, Moscow  
 Strang, Renee Ann, Bogota  
 Tarlach, Gemma M., Pre-Assignment Training  
 Thompson, Mark A., Khartoum  
 Tirado, Carol L., San Jose  
 Todd, Diane June, Bogota  
 Tomlin, Patricia D., London  
 Trivelli, Evangelina, Managua  
 Wells, Louis, Lagos  
 Wright, Leigh Ann, Zurich

## Transfers

Abington Jr., Edward Gordon, South Asian Affairs to Islamabad  
 Allsbury, Thomas C., Brasilia to Diplomatic Security  
 Anderson, Laurence Desaix, East Asian and Pacific Affairs to Diplomat-in-Residence  
 Anske, Ralph Dhelo, Economic and Business Affairs to Mexico City  
 Breeland, Jocelyn Gilbert, Office of Counter-Terrorism to Casablanca  
 Brown, Eden, Near Eastern and South Asian Affairs to Bombay  
 Brownrigg, Michael Gawen, Office of Under Secretary for Economic Affairs to Foreign Service Institute, Language Training  
 Campbell, William M., Brussels to Karachi  
 Coffman, Steven P., Banjul to Kuwait  
 Constable, Elinor G., Office of Inspector General to Oceans bureau  
 Cook, John G., Geneva to Brasilia  
 Daly, Mary Elizabeth, Bureau of Personnel to European Affairs  
 Dwyer, Maeve Siobhan, Foreign Service Institute, Language Training to Bureau of Public Affairs  
 Eaton, William A., Office of Deputy Secretary to Politico-Military Affairs

## Anapestic Assignments

BY EBP

*There was a person assigned to Bonn*

*Who asked: "Is someone putting me on?"*

*For if the truth be known, I swear*

*I've always wanted to go there.*

*And so to PER I say:*

*'Dankeschoen.'* □

Edelman, Eric S., Defense Department to International Narcotics Matters  
 Fierke, Lewis Frederick, Tel Aviv to Maputo  
 Fuhrer, Mary Jo, Bureau of Personnel, Office of Performance Evaluation to East Asian and Pacific Affairs, Office of Assistant Secretary  
 Gatto, Donald J., Lagos to Lusaka  
 Graham, Christopher P., Monrovia to Bureau of Administration, Information Management  
 Greene, Douglas C., Zagreb to Tunis, Language School  
 Greene, James F., International Narcotics Matters to Lima  
 Healy, Theresa A., Office of Chief Financial Officer to Bureau of Administration, Information Management, Contemporary Documents Review Division  
 Herzberg, Mark J., Cairo to Operations Center  
 Hutson, Thomas R., Bishkek to European Affairs  
 Jones, Christopher H., Foreign Service Institute, Language Training to Rome  
 Keppler Jr., William Edmund, Geneva Arms Negotiations to Legislative Affairs  
 Koczot, David J., Freetown to Diplomatic Security, Overseas Operations  
 Konner, Calvin Michael, Pacific Island Affairs to Politico-Military Affairs  
 Mawdsley, Valerie Laycock, Dar es Salaam to Port Louis  
 McDevitt, Peter C., Casablanca to Near Eastern & South Asian Affairs  
 Meara, William R., Foreign Service Institute, Economic-Commercial Training to Santo Domingo  
 Nasri, Sylvia A., Yaounde to Algiers  
 Plummer, William, Guayaquil to Economic and Business Affairs, Special Trade Activities Division  
 Powers, Brian W., Bureau of Administration, Information Management, Radio Frequency Systems to Inter-American Affairs, Regional Center, Miami, Fla.  
 Prophet, Eugene E., Bureau of Administration, Information Management to Diplomatic Security, Office of Information Systems Security  
 Reed-Rowe, Helen Patricia, African Affairs to European Affairs, Post Management  
 Rosenberg II, David C., Near Eastern and South Asian Affairs to Karachi  
 Ryan, Mary A., European Affairs to Consular Affairs  
 Simpson, Daniel H., African Affairs to Politico-Military Affairs  
 Skok, Anthony J., Belgrade to Rio de Janeiro  
 Smith, Douglas Ray, Sofia to Foreign Service Institute, Language Training  
 Sofko, Walter W., Port Louis to Bujumbura  
 Stanley, Sharon W., Oceans Bureau to Bureau of Administration, Information Management  
 Stubblefield, Laviris R., Islamabad to Diplomatic Security, Washington Field Office  
 Tomsen, Peter, Near Eastern and South Asian Affairs to East Asian and Pacific Affairs  
 Tong, Kurt W., Manila to East Asian and Pacific Affairs  
 Torres, Hector Federico, Inter-American Affairs, Regional Center, Miami, Fla. to Brasilia  
 Walsh, Patrick William, Kingston to Lahore  
 Watson, Alexander F., International Organization Affairs to Inter-American Affairs  
 Weber, Pamela Quanrud, Operations Center to Inter-American Affairs, Office of Assistant Secretary  
 Williams-Manigault, Bisa, Foreign Service Institute, Language Training to Office of Deputy Secretary  
 Williams, John E., Bureau of

Personnel to Lilongwe

**Williams, Vole R.**, Mogadishu to Addis Ababa  
**Wilson, Jerry Preston**, Politico-Military Affairs to Office of Inspector General  
**Wright, Stephen V.**, New Delhi to Kampala

**Resignations**

**Aldis, Dana**, Beijing  
**Andrews, Joanne**, Libreville  
**Barbour, Gaylen S.**, Oslo  
**Barrett, Terence L.**, Diplomatic Security, Passport Fraud Branch  
**Barry, Charles C.**, Office of Foreign Buildings, Real Estate Division  
**Bennett, Ellen J.**, Sanaa  
**Boera, Valerie Elaine**, Moscow  
**Charlton, Margriet C.**, Lome  
**Clayton, Joann**, Moscow  
**Connelly, Gayle Ngit Ung**, Karachi  
**Cronk, Vivian J.**, Paris  
**Cummings, Stephen F.**, Manila  
**Curley, Walter J.P.**, Paris  
**Daigle, Aleksander**, Moscow  
**Demasi, Frank P.**, Leave-without-pay status  
**Flynn, Bonnie L.**, Nairobi  
**Gaines, Ludwell Ebersole**, Hamilton  
**Harden-Wasson, Kathleen**, Manila  
**Harrington-Aydin, Nursret**, Cairo  
**Hempstone Jr., Smith**, Nairobi  
**Henderson, Diana Louise**, La Paz  
**Henriquez, Mark A.**, Diplomatic Security, Office of Security Technology  
**Hughes, G. Philip**, Bridgetown  
**Jaquez, Susan Anita**, Bogota  
**Jarosz, Shawn Marie**, Moscow  
**Lively, Kathleen G.**, Bucharest  
**Loughner, Merle Lynn**, Frankfurt  
**Marshall, Helene**, Nicosia  
**McCullum, Sharon Kae**, Frankfurt  
**McDonald, Lesley A.**, Chiang Mai  
**McGuire, Robert Francis**, Leave-without-pay status  
**Mercer, Bonnie A.**, Leave-without-pay status  
**Moore, Dana Virginia**, Belgrade  
**Novetzke, Sally Johnson**, Valletta  
**Ojeda, Nancy**, San Jose  
**Ortiz, Myrna M.**, Port Moresby  
**Osborn, Abigail Katherine**, St.

Peterburg  
**Perry, Cynthia S.**, Bujumbura  
**Peterson, Sandra B.**, Seoul  
**Pierce, Young M.**, Seoul  
**Prophet, Lela M.**, Beijing  
**Rackmales, Mary Kennedy**, Belgrade  
**Reese, Tracey L. Otto**, Madrid  
**Richwagen, Susan C.**, European Affairs, Defense Policy and Military Security Affairs  
**Ruppe, Loret M.**, Oslo  
**Sembler, Melvin F.**, Canberra  
**Shuman, Susan K.**, Paris  
**Skorniak, Gayla K.**, Manila  
**Teeley, Peter B.**, Ottawa  
**Tonus, Valerie G.**, Leave-without-pay status  
**Tull, Roxie**, Montreal  
**Valk, Thomas H.**, Mental Health Programs  
**Wheaton, Christina M.**, Leave-without-pay status  
**Will, Gale P.**, Cairo

**Retirements**

**Benedick, Richard Elliot**, Oceans bureau  
**Griffin, Philip J.**, Jeddah  
**Shoffner, Ethel G.**, Inter-American Affairs  
**Smith, Raymond F.**, Intelligence and Research  
**Thomas, Cynthia A.**, New Delhi  
**Thurmond, Etta L.**, Karachi  
**Wynne, Willard J.**, Foreign Service Institute, Administrative training □

**Foreign Service nominations**

The following nominations have been confirmed by the Senate:

FOR APPOINTMENT as Foreign Service officer of Class 2, consular officer and secretary:  
**Kenneth A. Cohen**

FOR REAPPOINTMENT as a Foreign Service officer of Class 3, consular officer and secretary:  
**Alan Roger Tousignant**

FOR APPOINTMENT as Foreign Service officers of Class 3, consular officers and secretaries:  
**Dana Suzanne Baker**  
**Susan Kling**  
**David J. Kostelancik**  
**Garace A. Reynard**

**Lawrence G. Richter**  
**Carl R. Siebentritt**  
**Hoyt Brian Yee**

FOR APPOINTMENT as Foreign Service officers of Class 4, consular officers and secretaries:  
**David Jonathan Bame**

**Colombia De Los Angeles Barrosse**  
**John T. Bernlohr**  
**James Albert Boughner**  
**Robert West Boynton**  
**Paul Allen Brown**  
**Robert Walter Carlson**  
**William Brent Christensen**  
**John Allen Cushing**  
**Thomas Frederick Daughton**  
**John Winthrop Dayton III**  
**Isabella DeBarroso Detwiler**  
**John Walter Dinkelman**  
**Robert William Forden**  
**Robert Patrick Frazier**  
**Jerome Douglas Gaines**  
**David R. Galindo**  
**Thomas G. Gallo**  
**Ann K. Ganzer**  
**Judith Grace**  
**Glenn Griffin**  
**Kathleen Dana Hanson**  
**Jennifer Conn Haskell**  
**Felix Hernandez Jr.**  
**Daniel Holtzman**  
**Makila James**  
**Laurence Kent Jones**  
**Robert R. Kiene**  
**Deborah E. Klepp**  
**Stephen L. Kontos**  
**Michelle A. LaBonte**  
**Christine Lee**  
**Wm. Thad McArthur Jr.**  
**David Taft Morris**  
**Eleanor J. Nagy**  
**Daniel E. Neher**  
**Brian Andrew Nichols**  
**Joseph S. Pennington**  
**Lisa J. Peterson**  
**Ann Elizabeth Pforzheimer**  
**H. Dean Pittman**  
**John Mark Pommersheim**  
**Mark Justin Powell**  
**Monique Valerie Quesada**  
**Patricia Sheehan Quinn**  
**Timothy Gerard Ryan**  
**David J. Savastuk**  
**Alfred Schandlbauer**  
**Adam Matthew Shub**  
**George Neil Sibley**  
**Robert Joel Silverman**  
**William Arthur Slaven**  
**Pamela Nakahata Smith**  
**Sarah Ann Solberg**  
**Kathryn Ann Solon**  
**A. James Strudwick**  
**Daphne Michelle Titus**  
**Kurt Walter Tong**  
**Carol Trimble**

**Thomas A. Underwood**  
**Peter Mark Van Buren**  
**R. Steven Voien**  
**Janet Stephens Whiteside**  
**Donna Kathryn Woodward**  
**Christopher Francis Wurzel**

CONSULAR OFFICERS and secretaries:

**Michael Wesley Adams**  
**Stefanie Amadeo**  
**William Andrew Anderson**  
**Robert M. Anthony**  
**Stephen J. Arthner**  
**Anne M. Arvish**  
**Jan A. Barker**  
**David J. Barth**  
**John Field Bates**  
**Douglas Covell Bayley**  
**Jonathan Jay Beighle**  
**John R. Bell**  
**Randy W. Berry**  
**Evan S. Betzer**  
**Paul W. Blankenship**  
**Robert M. Blum**  
**Juan M. Bracete**  
**Susan Ridley Braden**  
**Susan Allen Bradley**  
**Marilyn Joan Bruno**  
**Brent Douglas Bryson**  
**Renee Goodrich Bryson**  
**Mark C. Bugay**  
**Paul M. Cantrell**  
**Richard Chelune**  
**Frances Chisholm**  
**Nancy Cohen**  
**Randall Kris Coleman**  
**Marie Christine Damour**  
**Monelle Daugherty**  
**Nathaniel Pabody Dean**  
**Leslie Stephen deGraffenried**  
**William P. Diamond**  
**Shawn Dorman**  
**Kim M. Duffy**  
**William G. Duggeby**  
**Christopher G. Dunnett**  
**Robin Lisa Dunnigan**  
**Levon A. Eldemir**  
**Jill Marie Esposito**  
**Robert N. Farquhar Jr.**  
**Thomas R. Favret**  
**Kathleen Felmev**  
**Lawrence C. Fitzmorris**  
**David M. Friedman**  
**George H. Forwick**  
**Michael Edward Garrote**  
**J. Robert Garverick**  
**Joanne Gilles**  
**Benjamin Gimeno**  
**Joseph B. Griffith**  
**William Lewis Griffith**  
**Alexander James Grossman**  
**Deborah Zamora Grout**  
**Helen Hamilton Hahn**  
**Ruth Mary Hall**  
**Scott I. Hamilton**



Holly S. Hanke  
Edward N. Harrison  
Patricia M. Haslach  
David C. Hermann  
John R. Higi  
Andrew S. Hillman  
Gerard Thomas Hodel  
Dirk J. Hofschire  
Raymond Eric Hotz  
Francis Howard Hughes, M.D.  
David W. Hunter  
Donald Emil Jacobson  
Karen R. Jenkins  
Donald Norman Jensen  
Mark Scott Johnsen  
Mark Coolidge Johnson  
Karen A. Jones  
Ben S. Kim  
Daniel C. King  
Daniel Charles Kiryelejza  
Christopher A. Landberg  
Cynthia Z. Lao  
Mark H. Lunardi  
Jeanne M. Maloney  
Michael J. Marut  
Paul O. Mayer  
Scott D. McDonald  
Craig W. McGarrath III  
Kathleen I. McGrath  
Jennifer Allyn McIntyre  
Pamela J. McLaughlin

Brad McLemore  
Elisabeth Millard  
Donald Leroy Moore  
Manish Nandy  
Grant F. Newsham  
Edward Wade O'Connor  
Derrick Meyer Olsen  
Timothy James O'Neil  
Matthew A. Palmer  
Sooky Wynne Park  
Beth Ann Payne  
Sarah S. Penhune  
John David Peterson  
Sarah H. Phelps  
Lisa Marie Pritchard  
Mark Stephen Prokop  
Patrick Robert Quigley  
Charles Randolph IV  
Lyngrid Smith Rawlings  
Kathleen M. Redgate  
Walter Scott Reid III  
Gretchen L. Roy  
Gary S. Schneider  
Kory R. Sellers  
Cynthia Corbin Sharpe  
Leslianne Shedd  
Kathleen Susan Sheehan  
Jonathan L.A. Shrier  
Catherine Ann Shumann  
Paul M. Simon  
Philip John Skotte

James A. Slutman  
Willard Tenney Smith  
Mark A. Standiford  
Gregory William Sullivan  
Gemma M. Tarlach  
Kenneth A. Thomas  
Jennifer Ann Thompson  
Joseph F. Tilghman Jr.  
Terrence Leigh Tooley  
Donna R. Vandenbroucke  
Regina F. Ventre  
Betty Walsh  
Selin H. Warnell  
James M. Webb  
C. Paul Willebeek-LeMair  
Robert Forrest Winchester  
Jean M. Wirtenson  
Harold Greig Woodley  
Alexander S. Wysocki  
Clarence Carl Yuill  
Elaine A. Zenoble  
Janet L. Zerrusen

effective April 7, 1991, class of minister-counselor:  
**James F. Creagan**

CAREER MEMBER of the Foreign Service, previously promoted into the Senior Foreign Service on October 8, 1992, now to be effective April 7, 1991, class of counselor:  
**James Curtis Struble**

CAREER MEMBERS of the Foreign Service for promotion into the Senior Foreign Service effective October 6, 1991, class of counselor:  
**John R. Baca**  
**Daniel L. Dolan** □

## 2 are commended by tenure board

Rating officer Judith Deane and reviewing officer Kenneth Yalowitz were commended by December's Commissioning and Tenure Board for the quality of the reports they prepared. ■

CONSULAR OFFICER:  
**Bernardino A. Gonzalez**

CAREER MEMBER of the Foreign Service, previously promoted within the Senior Foreign Service on October 8, 1992, now to be



**FOREIGN SERVICE INSTITUTE**—In secretarial training, standing (left to

right): Christine Fulena (instructor), Jane Amon, Sheila Jefferson, Patricia Mink, Doris

Kreiger, Chris Rosenquist, Jean Smith. Seated (left to right): Terri Mays, Doris Kniazuk,

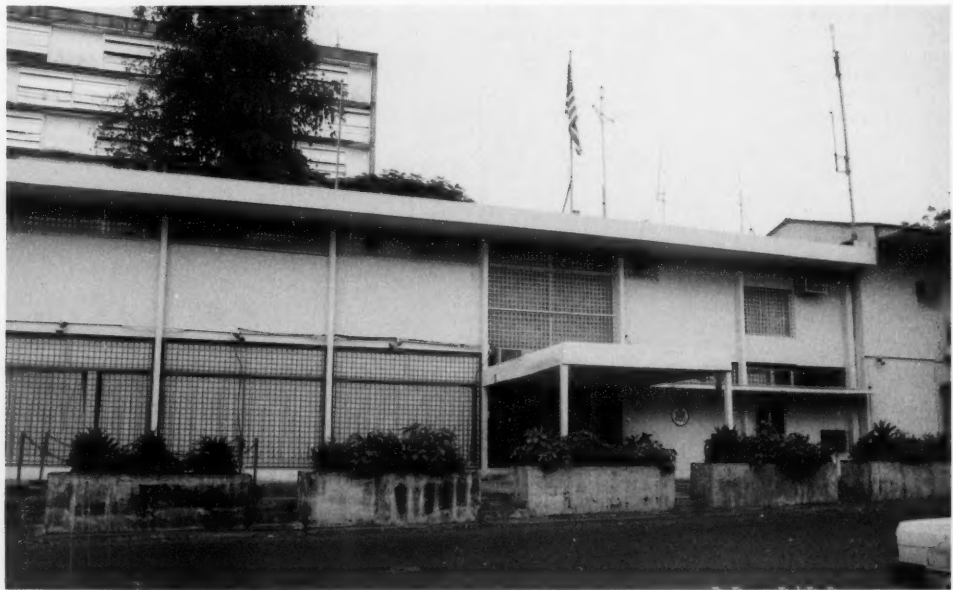
Theresa Gerone, Suzanne Wotovech, Aixa Noel.

# POST OF THE MONTH

---

## CONAKRY

This embassy is in the capital of Guinea, on Africa's western bulge. U.S. Foreign Service people there are featured as part of STATE's continuing series.



The chancery.



Guinean women in native dress.



The Grande Mosque in Conakry.

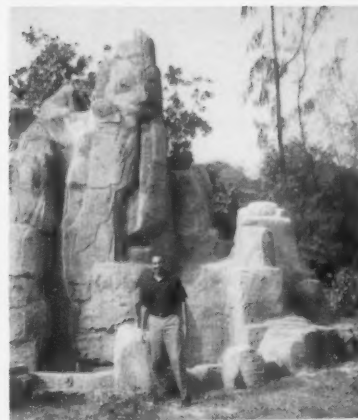


A Guinean dancer at a party at the ambassador's residence.

At International Women Club's bazaar, from left: Ambassador *Dane F. Smith Jr.*, *Jill Latimer*, wife of the deputy chief of mission; *Patty Manteiga*, A.I.D.; and *Connie Pisani*, International School.



The beach at Rouse Island.



Administrative officer *Ed Atkins* at rock sculpture in Jardin 2 Octobre Park.

Deputy chief of mission *Alan Latimer*, second from right, and political assistant *Mouctar Diallo*, left, with Guinean officials.



Marine *Johnny Marlow* at Kinkon Falls in northern Guinea.



A mosaic at the University of Conakry.



A pineapple vendor.

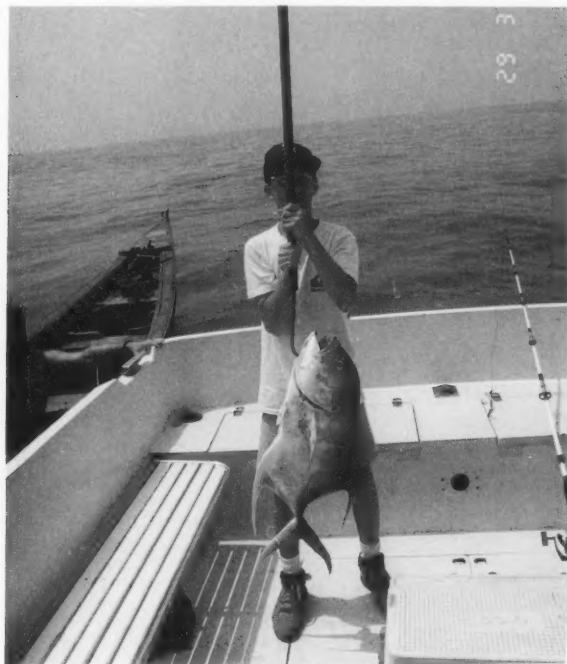




*Mark Latimer, son of deputy chief of mission Alan Latimer, at the compound swimming pool.*



*Judy Smith, wife of the ambassador, and Guinean women with soap made in a self-help project.*



*Josh Foss, son of Marine Robert Foss, with "catch of the day."*



*The "Guinea Pigs" softball team, from left: Raymond Baillargeon, Bauxmite Mining Co.; Mike Osborne, husband of budget and fiscal officer Kathi Osborne; regional security officer Mark Hunter and David Dennie, husband of communicator Rachelle Dennie. Standing: public affairs officer Virgil Bodeen.*



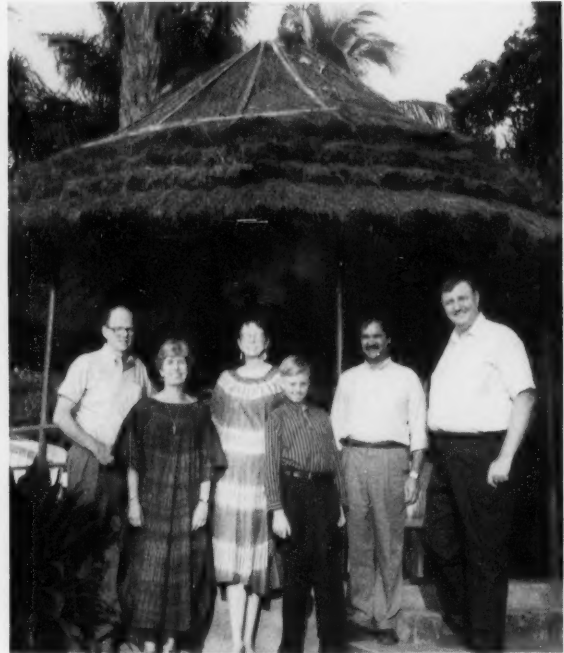
A vendor of carved statues.



At award ceremony, from left: Marines Johnny Marlow, Robert Foss, Teddy Yates and Randy Jarvis, with regional security officer Mike Nelson.



Bridal Veil Falls.



Ambassador Dane F. Smith Jr., left, and wife Judy in their garden, with the ambassador's sister, Mary Candace Mize; her son, David; A.I.D. contractor Sadeq Ezzat; and Robert Mize, the ambassador's brother-in-law.



*Rita Stamm*, wife of Peace Corps administrator *John Stamm*, with Forest Service employees.

The Marine house.



Ambassador *Dane F. Smith Jr.* (open collar on right) and wife *Judy* dedicate a school-building project with Guinean officials.



Saint Marie Cathedral in Conakry. ■

# EDUCATION & TRAINING

## Schedule of courses at the Foreign Service Institute

Program	May	June	July	Length
<b>AREA STUDIES: INTENSIVE COURSES</b>				
Africa, sub-Saharan (AR 210)	24	—	—	2 weeks
Canada (AR 129)	—	15	—	2 days
East Asia (AR 220)	24	—	—	2 weeks
Latin America/Caribbean (AR 230)	24	—	—	2 weeks
Near East/North Africa (AR 240)	24	—	—	2 weeks
South Asia (AR 260)	24	—	—	2 weeks
Southeast Asia (AR 270)	24	—	—	2 weeks
Central-East Europe/successor states to the Soviet Union (AR 280)	24	—	—	2 weeks
Western Europe (AR 290)	24	—	—	2 weeks
<b>AREA STUDIES: ADVANCED COURSES</b>				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
The Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine, and Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				
<b>LANGUAGE AND ADVANCED AREA COURSES</b>				
French (LFR 100)	—	7	6	24 weeks
German (LGM 100)	—	7	—	24 weeks
Italian (LJT 100)	—	7	—	24 weeks
Portuguese (Brazilian) (LPY 100)	—	7	—	24 weeks
Spanish (LQB 100)	—	7	6	24 weeks
<b>FAMILIARIZATION AND SHORT-TERM (FAST) COURSES</b>				
Albanian (LAB 200)	—	7	—	8 weeks

—(Continued on next page)

## U.S. helps train diplomats from Albania, Bulgaria

BY VLAD SAMBAIEW, STEVE TAYLOR  
AND DAWN FRICK

The end of the Cold War and the dramatic democratization of eastern Europe have produced another event that, if suggested two years ago, would have encountered disbelief or even derision. This was State's five-week professional training program for Albanian and Bulgarian diplomats, which was a groundbreaking event in cross-cultural training as well as in relations among the countries concerned. Participants greeted it as an experience unique both in the hands-on, practical nature of the training, and the intense, sometimes emotionally gripping, exposure to the United States.

The program was conceived in mid-1992. Then Deputy Secretary Lawrence Eagleburger agreed to top-level requests from Albania and Bulgaria that the United States train some of their new officials, who generally had little formal diplomatic training and limited exposure to the United States. Both European nations have hired many new diplomats and changed the fundamental direction of their foreign policy in the last few years.

In a joint effort by the Office of the Under Secretary for Management and the Foreign Service Institute, State put the program schedule together last fall in close consultation with the Albanian and Bulgarian governments. The training program was paid for by A.I.D. through support for eastern European democracy funds.

The project had two major parts. The first was a two-week January session in Tirana for 30-35 Albanian diplomats, including new Albanian ambassadors to several European nations. Course emphasis was on introductory professional skills (diplomatic terminology, conventions, protocol).

During the two-week training program, in the ministry of foreign affairs in Tirana, the Albanians proved to be quick learners who were eager to put information to practical use. With no previous exposure to Americans and our training methods, the officials were appreciative of the opportunity to learn diplomacy in a



democratic context. The cooperative relationship forged between Americans and Albanians contributed to the strength of the program.

For the second part, 20 officials—10 from Albania and 10 from Bulgaria—traveled to the United States for a five-week Foreign Service Institute program that began on January 25. Only one of the group had been in the United States earlier. The chief of staff and the diplomatic adviser to the Albanian president were among the participants.

The U.S. training program provided extensive exposure both in and beyond the classroom. It offered participants who had been trained in Moscow new perspectives on world views developed there.

In addition to the training here in negotiations and conflict resolution issues, professional communications (public speaking, media issues, analytical skills), and embassy management and organization topics, the Europeans met with a number of Department officials. A highlight was the February 22 session with Deputy Secretary Clifton Wharton in which he underscored the importance of this pilot program. "You have built 20 new bridges of communication, tanks to the training effort," responded an Albanian representative.

Trainee's conversations with officers from the Department's Executive Secretariat and the offices of the deputy secretary and legal adviser and in the European affairs bureau focused on Balkan issues, new dimensions in eastern Europe/U.S. relations, and Department workflow topics. The visiting diplomats also met at length with staffers from the National Security Council, the Senate Foreign Relations Committee, the House Foreign Affairs Committee and the Voice of America.

Though from two different countries and cultures, the trainees were able to form an esprit de corps from the very beginning. As their learning community developed, the two groups shared more and more information and experiences. It became apparent that this five-week training course would yield dividends far beyond the U.S. Government's initial investment of time and money.

The 20 foreign diplomats became "user friendly" in an ever-changing high-tech world. They gained an understanding of the skills needed to conduct diplomacy

—(Continued from preceding page)

Program	May	June	July	Length
Arabic (modern standard) (LAD 200)	—	—	6	7 weeks
Arabic (Egyptian) (LAE 200)	—	—	6	7 weeks
Arabic (North African) (LQW 200)	—	—	6	7 weeks
Armenian (LRE 200)	—	—	6	7 weeks
Azerbaijani (LAX 200)	—	—	6	7 weeks
Bengali (LBN 200)	—	—	6	7 weeks
Bulgarian (LBU 200)	—	7	—	8 weeks
Burmese (LBY 200)	—	—	6	7 weeks
Byelorussian (LBL 200)	—	—	6	7 weeks
Chinese (standard) (LCM 200)	—	—	6	7 weeks
Czech (LCX 200)	—	—	6	7 weeks
Estonian (LES 200)	—	—	6	7 weeks
Finnish (LFJ 200)	—	—	6	7 weeks
French (LFR 200)	—	7	—	8 weeks
Georgian (LGG 200)	—	—	6	7 weeks
German (LGM 200)	—	7	—	8 weeks
Hebrew (LHE 200)	—	—	6	7 weeks
Hungarian (LHU 200)	—	7	—	8 weeks
Icelandic (LJC 200)	—	7	—	6 weeks
Indonesian (LJN 200)	—	—	6	7 weeks
Japanese (LJA 200)	—	—	6	7 weeks
Kazakh (LKE 200)	—	—	6	7 weeks
Khmer (LCA 200)	—	—	6	7 weeks
Korean (LKP 200)	—	—	6	7 weeks
Kyrgyz (LKM 200)	—	—	6	7 weeks
Latvian (LLE 200)	—	—	6	7 weeks
Lithuanian (LHU 200)	—	—	6	7 weeks
Malay (LML 200)	—	—	6	7 weeks
Polish (LPL 200)	—	7	—	8 weeks
Romanian (LRQ 200)	—	7	—	8 weeks
Russian (LRU 200)	—	7	—	8 weeks
Russian refresher (LRU 201)	—	—	6	6 weeks
Serbo-Croatian (LSC 200)	—	7	—	8 weeks
Slovak (LSK 200)	—	7	—	8 weeks
Spanish (LQB 200)	—	7	—	8 weeks
Tajik (LTB 200)	—	—	6	7 weeks
Thai (LTH 200)	—	—	6	7 weeks
Turkish (LTU 200)	—	—	6	7 weeks
Turkmen (LUB 200)	—	—	6	7 weeks
Urdu (LUR 200)	—	—	6	7 weeks
Uzbek (LUX 200)	—	—	6	7 weeks
<b>ADMINISTRATIVE TRAINING</b>				
Appropriation law (PA 133)	25	—	—	4 days
Advanced personnel management (PA 271)	—	14	—	2 weeks
Budget and financial management (PA 211)	—	21	5	6 weeks
C.O.R. training for construction projects (PA 125)	—	7	—	3 days
C.O.R. training for equipment procurement (PA 126)	—	14	—	1 week
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite: PA 150)	20	—	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite: PA 150)	17	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	13	—	—	1 day
	14	—	—	1 day
Customer service (PA 143)	20	—	—	2 days
F.S.N. classification and compensation (PA 232)	17	—	19	2 weeks
General services operations (PA 221)	17	7	5	12 weeks
	24	14	12	12 weeks

—(Continued on next page)

—(Continued on next page)

—(Continued from preceding page)

Program	May	June	July	Length
How F.A.A.S. works at overseas posts (PA 213)	31	28	—	12 weeks
How to be a certifying officer (PA 291)	19	—	21	3 days
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Nepa training, domestic operations (PA 129)	3	—	—	1 week
Management control workshop (PA 137)	—	21	—	3 days
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	28	—	7 weeks
Property management training for custodial officers (PA 135)	20	—	—	2 days
<b>CONSULAR TRAINING</b>				
Advanced consular course (PC 532)	—	—	12	2 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
<b>CURRICULUM AND STAFF DEVELOPMENT TRAINING</b>				
Basic facilitation and delivery workshop (PD 513)	5	—	—	3 days
Design and evaluation workshop (PD 511)	26	—	—	3 days
<b>ECONOMICS TRAINING</b>				
Advanced economic review seminar (PE 501)	—	—	12	5 weeks
Applied economics for noneconomists (PE 280)	—	—	6	6 weeks
Country data analysis (PE 504)	—	—	12	2 weeks
Economic tradecraft (PE 124)	—	1	—	2 weeks
Export promotion (PE 125)	—	21	26	2 weeks
Lotus for economists (PE 126)	—	14	12	1 week
Science, technology and foreign policy (PG 562)	—	—	26	1 week
Senior commercial course (PE 290)	—	28	—	5 days
<b>EXECUTIVE DEVELOPMENT</b>				
Deputy chiefs of mission (PT 102)	—	13	11	2.2 weeks
E.E.O. awareness for managers and supervisors (PT 107)	20	—	—	2 days
Introduction to management skills (PT 207)	10	—	—	4 days
Washington tradecraft (PT 203)	3	—	12	2 weeks
<b>INFORMATION MANAGEMENT TRAINING</b>				
Information management seminar (PS 144)	—	14	—	8 weeks
Information systems operation training program (PS 108)	—	—	12	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	—	17	—	2 days
Introduction to PC and MS-DOS (PS 111)	—	14	—	3 days
<b>OFFICE MANAGEMENT COURSES</b>				
Advanced word processing (PK 103)	—	14	—	2 days
Advanced WP+ (PK 154)	25	21	26	2 days
Basic WP (PK 129)	—	—	1	2 days
Basic WP+ (PK 155)	5	3	6	2 days
	—	7	19	2 days

—(Continued on next page)

—(Continued from preceding page)

in a free and democratic society. This strengthened their ability to help their own nations face these challenges, and to do so in a spirit of cooperation and mutual respect.

Late-February sessions in Philadelphia and New York dealt with trade, investment and business issues concerning eastern Europe. In Philadelphia, the group also visited Independence Hall and the Pennsylvania Academy of Fine Arts. In New York, the officials spent a day at the United Nations, where they discussed Balkan developments and the prospects for increased UN peace-keeping efforts.

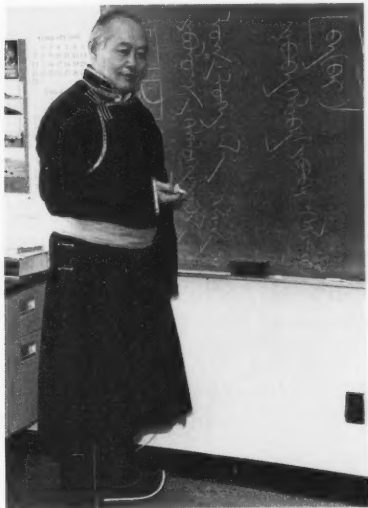
Based on weekly and end-of-course evaluation forms, the Albanian and Bulgarian officials were appreciative of the U.S. training course, and gave it high marks for its focus on practical, professional subjects and international business issues. They also made a number of positive suggestions for improvements in any future programs. These included the need for more time to pursue individual professional interests and desire for more individual progress evaluations by U.S. instructors during the training course.

Foreign Service and Civil Service staffers and a retired ambassador comprised the special project group. Vlad Sambaiew, en route to Moscow this summer, was project coordinator while on a short tour in the Department. Retired Ambassador Julius W. Walker Jr. was the training course chairman. The institute's executive development associate director, Steve Taylor, worked on curriculum development and selected the trainees. Instructors Jim Morton and Dawn Frick conducted the two-week course in Tirana, following considerable pre-departure preparations in the United States. Nelia A. Fancher, who returned last year from Manila, organized logistics and provided administrative support. □

## Mongolian teacher gets his del

This is a happy ending to a story of missing luggage.

When the Foreign Service Institute began searching for a Mongolian language teacher in 1990, the going was tough. There's no Mongolian community in Washington from which to draw teachers.



Googiin Badan in his del.

The U.S. embassy in Ulaanbaatar offered a solution. It proposed a cooperative program with the Mongolian State University under which the university would lend the institute one of its professors to teach here. And so Googiin Badan and his family packed a few suitcases there and set out for a country none of them had ever seen before.

On his way to America, the suitcase in which Mr. Badan had packed his Mongolian "del" (the national costume) disappeared. Inquiries were made, to no avail. Then, Jody Lake, wife of the U.S. ambassador to Mongolia, Joseph Lake, who had been one of Mr. Badan's first students, enlisted the help of Mongolian nationals who work at the embassy. They searched the stores and came up with a full outfit: boots (gatal) with traditional turned-up toes and felt liners; a purple gown (del) with silver buttons (tovch); an orange silk sash; and the matching purple hat (malgai).

The package, mailed in early February, was a long time on the road. It missed the February 20 Mongolian New Year's holiday, but arrived in good order on March 9. Nine is an auspicious number in the Mongolian tradition. The people at the embassy are proud of the results. Though they had no exact measurements and were operating from half-way around the world, the del they sent turned out to be an excellent fit. □

—(Continued from preceding page)

Program	May	June	July	Length
Better office English (oral) (PK 226)	—	7	—	30 hours
Better office English (written) (PK 225)	3	21	—	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	—	—	6	2 weeks
Decision-processing (PK 152)	—	—	28	1 day
Drafting correspondence (PK 159)	—	—	6	1 week
Effective speaking and listening skills (PK 240)	24	—	—	18 hours
Employee relations (PK 246)	—	—	26	2 days
Foreign Service secretarial training (PK 102)	18	—	—	13 days
Glossary (PK 151)	13	17	8	1 day
Level 2 Foreign Service secretarial training (PK 301)	—	—	12	2 weeks
Level 3 Foreign Service secretarial training (PK 302)	—	7	—	2 weeks
Secretarial statecraft (PK 160)	—	—	1	2 days
State Department knowledge, information and learning for secretaries (Skills) (PK 132)	—	21	—	4 days
Senior secretarial seminar (PK 111)	12	—	—	3 days
Supervisory studies seminar (PK 245)	17	—	26	4 days
T.A.T.E.L. (PK 140)	7	18	9	1 day
	14	25	15	1 day
	28	28	16	1 day
	—	29	23	1 day
Wang office (PK 161)	—	—	29	1 day
	—	—	30	1 day
	21	30	22	1 day
WP+ transition (PK 153)	10	9	12	1 day
	24	23	21	1 day
<b>ORIENTATION</b>				
Department officers (PN 105)	18	29	27	3 days
Foreign Service officers (PG 101)	—	7	—	9 weeks
Foreign Service specialists (PN 106)	27	—	8	17 days
Orientation for designated posts (PN 112)	13	1	—	4 days
	—	29	—	4 days
<b>OVERSEAS BRIEFING CENTER</b>				
American studies (MQ 115)	13	—	—	2 days
Documenting mobile experiences (MQ 701)	19	—	—	1 day
Going overseas (families, singles, couples) (MQ 200)	—	5	—	1 day
Introduction to Foreign Service life (MQ 100)	3	—	—	1 week
Life after the Foreign Service (MQ 600)	4	—	7	2 days
Marketing spouse talents (MQ 702)	20	—	—	1 day
Post options for employment and training (MQ 703)	21	—	—	1 day
Protocol and representational entertaining (MQ 116)	12	—	—	1 day
Security overseas seminar (MQ 911)	10	7	12	2 days
	24	14	19	2 days
	—	21	26	2 days
	—	28	—	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	9	28	3 days
<b>POLITICAL TRAINING</b>				
Foreign affairs interdepartmental seminar (PP 101)	10	—	—	2 weeks
Labor officer functions (PL 103)	—	—	6	8 weeks
Negotiating art and skills (PP 501)	10	21	—	1 week
Political tradecraft (PP 202)	—	7	6	3 weeks
Workers' rights reporting (PP 504)	—	—	6	2 days □

## Institute needs your 'bizarre' hats, costumes

Anthuria, that celebrated mythical kingdom at the Foreign Service Institute, needs your help. The simulation of the U.S. embassy in Anthuria is a key feature of the A-100 class for incoming junior officers. These ersatz Anthurians are in need of national costumes and other props.

The institute, seeking contributions, says: "We need hats, national costumes and bizarre military apparel. We seek artifacts from all cultures and continents. Nothing is too eccentric.

"All your discarded treasures can be sent to: the Anthurian Rescue Mission, M/FSI/SPS/OD, SA-3, Rosslyn, Va. We can even arrange pick-up at your office. Call 875-7282." □

## Being a boss: do the right thing

A seminar for persons becoming supervisors for the first time will be held July 26-29 and September 27-30 at the Foreign Service Institute.

A course flyer says: "The seminar is for you if you want to learn the fundamentals of supervision—planning, organizing, motivating, delegating and managing diversity. Supervisors don't always receive the kind of on-the-job experience that prepares them for their roles. This course provides an opportunity to develop skills that have direct and immediate application to the job."

Participants should apply at least two weeks before the course begins. For information, call Kathy Bleyle, (703) 875-7277. □

## Revised course on acquisitions

A revised acquisition segment of the general services operations course has made its debut at the Foreign Service Institute. Graduates of this course will be among the first to receive the new

standard name warrants which the Office of the Procurement Executive will be issuing to overseas contracting officers.

Most overseas contracting officers now have provisional name warrants, which the procurement executive hopes to phase out as quickly as possible. To convert their provisional name warrants to standard name warrants, most overseas contracting officers will have to complete additional training.

The revised acquisition course has new notebook materials and a new textbook. The course now includes presentations by guest speakers. In the first week of the acquisition segment, general services students learn small-purchase procedures and end the week with an in-basket exercise. During the second and third weeks, students prepare a contract solicitation package and evaluate real contract proposals from the field. The final week includes such topics as acquisition planning and services for other agencies.

Because of high demand, the institute is offering extra sessions of the course. Spaces are still available in some sessions. For information, contact your assignments officer or phone (703) 875-5121. □

## State gets 5 slots in M.I.T. seminar to be offered here

The Massachusetts Institute of Technology will offer a foreign policy course in Washington from September through May, for Foreign Service officers at FO-2 and above and Civil Service employees at GS-14 and above. The seminar will meet one evening a month and on three weekends. Participants will include 30 military officers, seven executives from private industry and 15 Government officials, including five selected from State.

According to a Department Notice, the seminar is aimed at individuals who are likely to reach high-level decision-making positions in the next 10 to 15 years. It will explore analytic models for understanding foreign cultures. Each session will focus on a regional or functional theme taught by an expert in the field. An alumnus of the institute has donated funds to cover fees for State Department participants.

To apply, send a resume and a letter

describing how the course might benefit you and the Department to PER/CDA/CDT, Room 2807. Applications must be received by May 10. For information, call William Muller, (202) 647-3308. □

## 'Skills' (one '1') for secretaries

The Foreign Service Institute will offer a course called "Skills" (State Department knowledge, information and learning for secretaries), June 21-25. It's for Civil Service clerk-typists and secretaries at GS-5 and 6, with a least one year of experience at State.

The course covers the responsibilities of a secretary, including setting up files, maintaining schedules, making travel arrangements, preparing travel vouchers and using references. To apply, submit a DS-755 (Request for Training) to the Registrar's Office, B-Level, SA-3. For information, call Kathy Bleyle, (703) 875-7277. □

## How to negotiate: a 5-day workshop

A five-day workshop in "negotiation art and skills" will be offered at the Foreign Service Institute, May 10-14. Participants will receive instruction in basic skills and then practice them in role-playing sessions.

Applicants should send Form DS-755 (Request for Training) to the Registrar's Office, B-Level, SA-3. For information, call (703) 875-5140. □

## Personnel course

"Advanced Personnel Management Training," a two-week course for mid-level Foreign Service personnel officers, will be offered at the Foreign Service Institute, June 14-25. The course covers position and compensation issues, workers' compensation, American overseas employment and disciplinary and retirement matters. For information, call the Administrative Training Division, (703) 875-5122. ■



# BUREAU NOTES

## THE SEVENTH FLOOR

### Office of the Secretary

SECRETARY CHRISTOPHER traveled to Chicago, March 22, to deliver an address and to meet with civic leaders and the press. Accompanying him were staff assistants PEGGY McGUINNESS and LIZ LINEBERRY; the executive director of the Executive Secretariat LYNWOOD M. DENT; the under secretary for economic and agricultural affairs, JOAN EDELMAN SPERO; the acting assistant secretary for public affairs, RICHARD BOUCHER, and assistant secretary-designate and consultant to the Secretary, THOMAS DONILON ... Mr. Christopher accompanied PRESIDENT CLINTON to the summit meeting with Russian President BORIS YELTSIN, April 2-5. Accompanying the Secretary were his executive assistant, ELIZABETH JONES, and personal assistant Lineberry; deputy executive secretary ROSS WILSON; Mr. Dent; Secretariat Staff officer EUGENE TADIE and line assistant LINDA LYDA (advance team); staff officer NORA DEMPSEY and line assistant JEFF ARNDT (plane team); LYNN SWEENEY, computer systems specialist; LARRY NAPPER, director, Office of Independent States and Commonwealth Affairs; the under secretary-designate for international security affairs, LYNN E. DAVIS, and her senior adviser, JAMES TIMBIE; Assistant Secretary-designate Donilon and Mr. Boucher and members of his staff, MARY ELLEN GLYNN and MARK SCHOLHOF; the assistant secretary for European affairs, STEPHEN OXMAN, and the ambassador-designate to Russia, THOMAS PICKERING; JAMES COLLINS, deputy chief of mission, Embassy Moscow; Secretary of the Treasury LLOYD BENTSEN; Under Secretaries for Defense JOHN GORDON and FRANK WISNER (designate); BARRY McCAFFREY, Joint Chiefs of Staff; and National Security Council staff members BROOKE DARBY and ALLISON WRIGHT. □

### Office of the Executive Secretary

MARC I. GROSSMAN has assumed his duties as special assistant to the Secretary and executive secretary of the Department, replacing W. ROBERT PEARSON. Mr. Grossman formerly served as the principal deputy assistant secretary, Bureau of Politico-Military Affairs ... MAX N. ROBINSON assumed duties as deputy executive secretary, replacing WILLIAM ITOH, who departed for an assignment with the National Security Council. Mr. Robinson formerly served as deputy chief of

mission at Embassy Helsinki. □

### Office of the Special Envoy for the Former Yugoslavia

REGINALD BARTHOLOMEW has been designated by Secretary Christopher as his special envoy for the former Yugoslavia. □

### Policy Planning Staff

SAMUEL LEWIS has assumed duties as director, and JOHANNES A. BINNENDIJK as the principal deputy to Mr. Lewis. □

### Office of the Under Secretary for Political Affairs

PETER TARNOFF was confirmed and sworn in as under secretary on March 11. Joining Mr. Tarnoff were special assistants KATHLEEN ALLEN and ESTHER BRIMMER ... MARK M. FOULON assumed duties as executive assistant to Mr. Tarnoff, replacing DENNIS JETT. □

### Protocol Office

The following events were coordinated by the Ceremonials Division: a luncheon hosted by SECRETARY CHRISTOPHER in the James Madison Room in honor of DOUGLAS HURD, secretary of state for foreign and commonwealth affairs of the United Kingdom; a luncheon hosted by Mr. Christopher in honor of ANDREY KOZYREV, minister of foreign affairs of Russia; a luncheon hosted by Deputy Secretary CLIFTON WHARTON in the Robert Livingston Room in honor of the Visegrad ambassadors; a luncheon hosted by Mr. and Mrs. Wharton in honor of ANTONIO LACAYO, minister of the presidency of Nicaragua; a luncheon hosted by Mr. Wharton in honor of AMNUAY VIRAWAN, deputy prime minister of Thailand; a luncheon hosted by Mr. Wharton in the Henry Clay Room in honor of HAN SUNG JOO, minister of foreign affairs of South Korea; a luncheon hosted by Mr. Wharton in honor of R.F. BOTHA, minister of foreign affairs of South Africa ... The events were coordinated by APRIL GUICE, DEE LILLY, RICHARD PAULUS, KIM TOWNS- END and JOHNNA WRIGHT.

Protocol officer RANDY BUMGARDNER was responsible for the private visits of the foreign minister of New Zealand, the prime minister of Israel, the vice foreign minister of Japan, the foreign ministers of Argentina, of South Africa, of Russia and of Ukraine; the chancellor of Germany; the secretary general of

the Organization of African Unity and the foreign minister of the Netherlands ... Protocol officer PATRICK DALY was responsible for the private visit of the foreign minister of Italy.

Protocol officer CHRISTINE HATHAWAY was responsible for the private visits of the president of France; the foreign ministers of Thailand and Spain; the prime minister of Ireland; the presidents of Haiti and the European Communities; the chairman of government of Nigeria; the president of Turkmenistan; the foreign minister of the United Kingdom; the secretary generals of the Organization of American States and the United Nations, the foreign ministers of Sweden and South Korea.

Press officer MARY MASSERINI coordinated press arrangements with the White House for the visits of the president of France, the prime ministers of Israel and Ireland, the foreign minister of Russia and the chancellor of Germany.

RICHARD GOOKIN, acting chief of protocol, traveled to San Juan, Puerto Rico, to meet with law enforcement authorities, March 29, regarding the status of foreign diplomats and consuls. During his stay, he was invited to call on the acting governor to discuss an exchange of protocol information. □

## ADMINISTRATION

### Front Office

JEROME F. TOLSON JR., acting assistant secretary, hosted a luncheon in the Benjamin Franklin Room, April 6, for the annual Armed Forces Communications and Electronics Association vital issues symposium. This year's theme was "Information Management—New Approaches: Information Technologies for Effective Government." Mr. Tolson's comments focused on the unprecedented speed and power of available and emerging information technologies, and the effect this will have on the ability to manage U.S. Government affairs. The association is comprised of managers from Government organizations and private industry ... Special assistant WILBERT J. (JIM) STITT has departed the bureau for French language and administrative training, and an onward assignment as administrative officer in Niamey. □

### Foreign Buildings Operations

The acting deputy assistant secretary for foreign buildings, JOSEPH T. SIKES, met with Ambassador JOHN P. LEONARD, Suriname, to discuss prospects of acquiring the present chancery or the possible option of constructing a modular office building. It was agreed that a team will visit the post to explore courses of



PRETORIA, South Africa—At the opening of the new embassy.

action ... A meeting was held with Ambassador STANLEY ESCUDERO, Tajikistan, to review post requirements relating to the re-opening of Dushanbe. Because of difficulties encountered in locating available housing, acquisition of land for construction of modular units was discussed as a possible long-term solution ... The director for operations and post support, PATRICK R. HAYES, met with Ambassador ROMAN POPADIUK, Ukraine, to discuss planning for the embassy renovation project. Discussions were also held regarding purchase of an ambassador's residence and possible acquisition of an apartment complex. □

## Office Of Operations

A team of specialist from Real Property Management; Safety, Health and Environmental Management; and Facilities Management and Support Services visited the U.S. mission to the United Nations, March 18, to inspect and recommend corrective measures to upgrade the building's fire alarm and emergency notification system.

**Office of Safety/Health and Environmental Management:** STEVE URMAN briefed Bureau of Inter-American Affairs management personnel on the new safety assistance program initiative. The program is designed to provide proactive assistance to post management on implementation of safety, health and environmental requirements ... EILEEN VERITY attended a General Services Administration briefing on the new Federal Fire Safety Act, which requires agencies to install sprinklers or provide for "an equivalent level of safety" in federal space.

**Office of Language Services:** DIMITRY ZARECHNAK assisted during Russian foreign minister's meetings with PRESIDENT CLINTON and other officials ... PETER

AFANASENKO interpreted for SECRETARY CHRISTOPHER in Geneva ... DIMITRY ARENSBURGER, LAWRENCE BURRELL, HELEN FIELDS and four contractors supported the Joint Compliance and Inspection Commission in Geneva ... Mr. Arensburger traveled to Minsk for arms control talks ... GALINA TUNIK interpreted for bilateral investment treaty talks in Belarus, Ukraine and Moldova ... STEPHANIE VAN REIGERSBERG and CAROL WOLTER assisted during the visit of the president of France ... Ms. Van Reigersberg interpreted for President Clinton's meeting with the Haitian president ... MARCEL BOUQUET traveled to Haiti with a mission headed by the Secretary's special envoy ... GISELA MARCUSE assisted with the visit of the German chancellor, and traveled to Picatinny Arsenal and Orlando for military meetings ... SIM SMILEY-COPP interpreted for the Italian foreign minister ... ADOLFO MacCRAUGH worked with attorneys and foreign linguists on the North American free trade agreement ... BARBARA PHILLIPS headed the interpreting team for the annual Codex Alimentarius conference, and PILAR MOLNAR coordinated the translation team ... Ms. Wolter organized a weeklong training course for Estonian interpreters ... THEODORE H. LEON, who joined the Department in 1945 and served as head of Language Services from 1957 to 1977, died on March 12.

**Office of Facilities Management and Support Services:** JOHN SILVA attended the March 24 meeting of the President's Council on Management Improvement, to examine economies in federal fleet management ... MAUREEN RUPPERT, WILEVA JOHNSTON and WILLIAM DODSON attended equal employment opportunity awareness training.

**Office of Supply and Transportation:** Property Management's RONALD TATE traveled to Bonn, Germany, to provide training ...

Property management specialist DANIEL YOUNG traveled to Bangkok, Colombo, Hong Kong, Port Moresby and Sydney, to review property operations, provide guidance to personnel involved in property activities and verify the validity of the inventory certification.

**Commissary and Recreation Affairs:** Judges from the five regional bureaus selected the first, second and third-place winners for the 1992 "Manager of the Year" award. The panel selected LULU BUHL CHAUDRY from Lahore, GINNY O'BRIEN from Jeddah, and BELLE WIREKON from Colombo as the first, second and third-place winners, respectively. The top three received award checks from the central fund in the amount of \$1,000, \$600 and \$300, respectively ... The next regional employee association training conference is scheduled for Athens, November 1-12. Administrative officers, general services officers, association board members and managers throughout Europe and neighboring regions are being encouraged to attend the conference. It is intended to provide participants with training on the financial management and operation of employee associations, and will include speakers, peer group discussions, workshops and a one-day supplier trade show. The second week of the conference will be comprised of a training seminar on accounting and the Department-recommended accounting software. The office will update the field via cable on details of the conference and how to register for it. In the interim, contact the commissary and recreation staff for information, at (703) 875-6088, fax (703) 875-6105.

**Office of Allowances:** FRANKLIN GARCIA was promoted to chief of the per diem branch, February 7. He succeeds BETTY STEWART, who took the position of special projects officer ... On March 10 JON GUYTON, chief, Standards and Differentials Division, provided a briefing on allowances and differentials to the budget and finance officers class at the Foreign Service Institute ... JUANITA STOKES, Measurement and Development Division chief, provided a briefing, March 24, concerning overseas allowances and differentials to employees attending the course, "Understanding Regulations, Allowances and Finances in the Foreign Service Context" ... GRETCHEN KOENIG, cost-of-living allowance branch analyst, and BONITA PROCTOR, post (hardship) differential analyst, traveled to Caracas and Quito, March 28, to conduct reviews of allowances and differentials and answer questions concerning allowances and benefits under the Standardized Regulations ... As of March, the average worldwide foreign travel per diem allowance was \$139.66.

## Information Management

**Systems Operations:** Technician JEFF FLAVIN attended a radio training course in



**RANGOON, Burma—Communications officer Millard J. Rollins, left, receives Meritorious Honor Award from Chargé Franklin P. Huddle Jr.**

Florida ... TERRY WILLIAMSON traveled to Tokyo, Seoul, Beijing, Hong Kong, Bangkok and Osaka-Kobe to review post programs.

**Information Services:** PHILIP M. TINNEY and NATALIE LEE visited the Xerox Research Center in Palo Alto, Calif., to discuss new publishing technologies ... KEN ROSSMAN and PAT MAGIN visited Ankara, Istanbul and Nicosia to review post compliance with record management regulations and practices ... KEN ROSSMAN and CHARLES DAVIS received the Adjunct Faculty Award for training assistance to new and mid-level Civil Service secretaries.

**Planning and Development:** DAVE JOHNSTON installed and provided training for the classified local area network in Hong Kong and the telegraphic Wang interface for the personal computer in Singapore ... STEVE HOLMBERG and TOM PHALEN installed communications equipment at the Nato mission in Brussels, and new software in Embassy Moscow ... ED COURLANG, JEIL RUDD, DICK FATH, BRUCE KIRKHAM, BILL MAYO, YANG KIM, KARL SANGER and FRED CARPENTER attended the Gartner Group's eighth annual software management strategies conference, in Miami. □

## AFRICAN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary HERMAN J. COHEN traveled to Lisbon and London, February 23-25 ... On March 4 he attended the deputy secretary's luncheon for PHILIP JOHNSON, the special UN coordinator for Somalia relief ... The

South African ambassador hosted a luncheon at his residence for Mr. and Mrs. Cohen, March 5 ... Mr. Cohen attended a meeting, March 8, of the African Development Foundation ... On March 10 he testified before the House Africa subcommittee's hearing on Sudan ... The bureau gave a farewell party for Mr. Cohen, March 12 ... He attended a dinner in honor of the Namibian foreign minister, hosted by the Namibian Ambassador, March 19 ... Mr. Cohen attended a reception in his honor hosted by Ambassador PAUL PONDJI of Cameroon, dean of the diplomatic corps, March 23 ... He joined a roundtable discussion, March 24, of the Angola study group at the Center for Strategic and International Studies, and later addressed students and faculty at Stanford University's Graduate School of Business, at the Foreign Service Club ... He will be teaching at Georgetown.

**Office of the Deputy Assistant Secretaries:** Principal deputy assistant secretary JEFFREY DAVIDOW spoke before second-year graduate students at Georgetown, February 23, on "The Challenge in Africa Facing the New Administration" ... On March 23-29 he traveled to Abidjan ... Deputy assistant secretary ROBERT HOUDEK attended the Africa Forum meeting at the Brookings Institution, March 4 ... On March 5 he traveled to New York ... He traveled to Addis Ababa, March 8-21, to attend the Somalia humanitarian and political affairs conference ... On March 23 he attended Ambassador Pondji's reception for Mr. Cohen ... On March 24 he participated in the Brookings Institution's Africa Forum ... He attended the Bangladesh National Day reception, March 26 ... Deputy assistant secretary JOHN BYERLY attended a briefing at the National War College, February 8 ... On March 23 he attended a reception in honor of Chief ERNEST SHONEKAN, Head of the Nigerian federal government and chairman of



**LAGOS, Nigeria—Ambassador William Swing presents Superior Honor Award to George A. Trail III, left, deputy chief of mission.**



**BANGUI, Central African Republic—Winners of the Meritorious Honor Award are Frank J. Kerber, left, liaison officer with A.I.D., and communicator David C. Bendt.**



**DAR ES SALAAM, Tanzania—Ambassador Edmund De Jarnette presents 27-year retirement plaque to Adija Msofe, personnel assistant.**

the transitional council, at the Nigerian embassy.

**Office of Southern African Affairs:** Director PETER CHAVEAS accompanied Assistant Secretary GEORGE E. MOOSE to Cape Town, South Africa, to participate in the annual Aspen Institute conference ... He then continued on to Lesotho, to confer on developments since that country's elections, and to Mozambique, to review the progress of peace efforts ... Deputy director RICHARD ROTH accompanied former Assistant Secretary Cohen on talks in Lisbon, February 23, with Portugal and Russia, to discuss Angola peace efforts, as well as to hold bilateral talks with representatives of the Angolan government ... He accompanied Mr. Cohen to London for bilateral talks with the United Kingdom of southern Africa ... They met with the leader of the Mozambique National Resistance, ALFONSO DHLAKAMA ... Mr. Roth accompanied Mr. Davidow, March 24-28, to Abidjan for talks with the National Union for the Total Independence of Angola, and subsequently with

members of the Angolan government ... Mozambique desk officer WILLIAM JACKSON traveled to Mozambique, March 22-29, to participate in a State/Department of Defense survey team to evaluate engineering tasks related to the UN peacekeeping operation there ... He stopped in Pretoria for consultations, March 30. Botswana, Lesotho, Swaziland desk officer DAVID FETTER went on special assignment to Somalia, March 31-May 10.

**Office of Central African Affairs:** Director ROBERT PRINGLE attended a trilateral meeting on Zaire in Brussels, March 10, with representatives of Belgium and France.

**Economic Policy Staff:** Economist IRENE COHN was a guest lecturer at Oklahoma City University, March 29-31, on African democracy and economic reform, and trade and investment in Africa. □

## CONSULAR AFFAIRS

**Front Office:** On March 10 acting assistant secretary JAMES L. WARD testified before the House subcommittee on international law, immigration and refugees, on visa and nationality legislation ... He then traveled to Los Angeles to participate in a consular miniconference and to address a meeting of the American Immigration and Lawyers Association ... On March 15 he testified before the House subcommittee on international security, on the bureau's role in antiterrorism. He was accompanied by GEORGE LANNON, director, Office of Field Support Liaison, Visa Office ... On March 24, 26 and April 2 the bureau conducted briefings for Senate and House staff

members on the services provided by Consular Affairs to assist their constituents. Mr. Ward opened the three sessions. Participating from the bureau were PAMELA HOLLIDAY, BARBARA CHESMAN and CELESTE LEWIS, representing Passport Services; BETH COOPER, PATRICK HEGARTY and LINDA DONAHUE, representing Citizens Consular Services; MILDRED PATTERSON, GEORGIA ROGERS, WANDA NESBITT, WILLIAM DANIELS and CAROL SHUH, representing the Citizens Emergency Center; and DIANE BEAN, RONALD ACKER, PATRICIA FORAN, LOUISE SNELL, ADINA KAZYAK and DAVID BLOCH, representing Visa Services. The Bureau for Refugee Programs and the Immigration and Naturalization Service had representatives at each of the sessions.

**Overseas Citizens Services:** DAVID HOBBS, deputy assistant secretary, attended the travel industry's annual dinner at the Grand Hyatt Hotel, March 3 ... From March 17-19 JENNY FOO, Citizens Consular Services, represented the Department at a Department of Defense casualty conference in Hawaii, on prisoners of war and those missing in action ... On March 19 GEORGIA ROGERS, deputy director, Citizens Emergency Center, addressed 150 tour operators attending the official tour directory's fifth annual seminar in New York. She discussed the Department's new consular information program and crisis management ... LINDA DONOHUE, child custody chief, addressed the New York County Lawyers Association, March 31, in New York, on international child abduction and the Hague Convention.

**Visa Services:** Deputy assistant secretary JOHN H. ADAMS met with representatives of law enforcement agencies at the National Security Council, March 8, to discuss border

security issues ... On March 10 he met with the Portuguese secretary of state for the Portuguese communities, and the Portuguese ambassador, to discuss the visa waiver pilot program ... Mr. Adams traveled to New York, March 30-31, to speak at Fordham Law School on immigration issues ... CORNELIUS D. SCULLY, director, Office of Legislation, Regulations and Advisory Opinions, participated in a panel, March 25, at a meeting of the Center for Migration Studies ... STEPHEN K. FISCHER, director, Legislation and Regulations Division, was in Los Angeles, March 11-12, to participate in a miniconsular conference ... He spoke, March 13, at a meeting sponsored by the American Immigration Lawyers Association ... GEORGE LANNON, director, Field Support and Liaison Division, accompanied Ambassador McNamara to Capitol Hill, March 9 and 12, to assist in testimony before a House subcommittee dealing with the World Trade Center bombing and terrorism ... On March 18 he accompanied the acting assistant secretary for international narcotics matters to testify on narcotics abuse and control ... Mr. Lannon briefed the Congressional Human Rights Caucus, March 29.

**Fraud Prevention Programs:** MARY ALICE NOYES conducted a fraud program review at the New York Passport Agency, March 29-April 2 ... On March 17-18 DAVIDA DAVIDSON traveled to Glynco, Ga., to provide antifraud training to 48 examiners from the Immigration and Naturalization Service. This was the 140th class at the training center ... On April 1 MARC GORELICK and ANN AGUILERA participated in an airline working group conference at Dulles International Airport, on airline fines, fraudulent documents, alien smuggling and political asylum. Also participating in the meeting was MICHAEL



AMMAN, Jordan—At award ceremony honoring consular section employees, first row, left to right: Lucy Ateyeh, Aida Maroun,

Mona Abu Hanna, Natasha Sawalha, Mervat Abu Rub, Akram Samaha, Jamil Abu Sneineh, Nadida Talhami, Rima Stephan.

Second row: Stephen O'Dowd, Ambassador Roger G. Harrison.



CRONIN, associate commissioner for Immigration and Naturalization Service inspections, and RICK NORTON, Air Transport Association. Representatives from 20 airlines and their legal representatives were in attendance. □

## DIPLOMATIC SECURITY

**Office of the Assistant Secretary:** Assistant Secretary ANTHONY C. E. QUANTON testified before a House appropriations subcommittee, March 29, to present the fiscal year 1994 budget of \$10,814,000 for the protection of foreign missions and officials. Among those accompanying him were JOHNNY GUY and TED FORD of the Protective Liaison Division ... Mr. Quanton and special assistant BRUCE WARREN visited the Boston Field Office, March 31 ... They also traveled to the Pease Consular Center in Portsmouth, N.H. ... The special agent-in-charge of the Boston Field Office, TONY R. BELL, and his assistant, RICHARD SOLER, accompanied Mr. Quanton and Mr. Warren.

**Diplomatic Security Service:** Special agent JAMES COMBS became the new special assistant to the director of field office operations, FREDERIC KRUG, March 8. He replaced special agent MELISSA TINNEY, who is in regional security officer training prior to her assignment to Ankara ... FLETCHER DAVIS, chief, clearance readjudication and standards branch, and LARRY McCULLEN, chief, applicant branch, attended a weeklong sensitive compartment information adjudicator's seminar in Warrenton, Va ... BRUCE WITTER and MICHELLE RASMUSSEN of the applicant branch represented the Department at an Office of Personnel Management adjudication and suitability course, at the Marriott Hotel ... JIM FERGUSON, acting chief, passport fraud branch, traveled to the El Paso Intelligence Center, El Paso, for consultations with Diplomatic Security special agents ... BILL GASKILL, chief, special investigations branch, attended a Department of Justice conference on child abuse, in Huntsville, Ala ... JUSTINE SINCAVAGE and MARK DANZIG of the special investigations branch traveled to New York for technical services training by the New York Police Department ... BOB BRAND, chief, Protective Intelligence and Investigations Division, attended the Interpol conference in Santiago, Chile.

The Washington Field Office investigative task force III, with section chief DORIS ROGERS as agent-in-charge, began operations on March 5. The task force was created to handle new Foreign Service and Civil Service reserve corps investigations. The following agents from the field office were selected for task force duty: DAVID BRACKKINS, JOHN BLUMBERG, MARIAN COTTER, THOMAS



**DIPLOMATIC SECURITY**—The director of field office management, **Frederic Krug** (center), presents Meritorious Honor Awards to Houston Field Office special

agent **Peter Hargraves** (left) and New Orleans resident special agent **Robert Blackburn**.

McDONOUGH, BRIAN MATEYOV, OLLIE ELLISON and WILLIAM REISER ... Mr. McDonough returned from a 90-day temporary detail in Khartoum, March 1 ... Special agent VINCE GRAHAM departed for a 60-day temporary detail to Somalia ... Boston Field Office special agents TOM CUMMINGS and assistant special agent-in-charge RICHARD SOLER attended a seminar on criminal aliens in Boston, sponsored by the International Association of Chiefs of Police, March 9-10 ... Boston Field Office special agents Cummings, JOE LEARY, BILL AHERN and Mr. Soler attended a seminar conducted by the U.S. Customs Service, in Boston, that focused on mental preparation for armed conflict. Topics included preparations for undercover operations turning sour, vehicle stops going bad, hostile responses from suspects and the potential for violence from seemingly nonviolent offenders.

**Countermeasures and Counterintelligence:** JAMES F. BERMINGHAM, director, Office of Counterintelligence Programs, traveled to China for consultations at diplomatic posts, March 5-19 ... Special agent DARWIN CADOGAN of the office provided training to the Federal Bureau of Investigation in embassy operations, and to the Diplomatic Security counterintelligence mission ... Special agent NATHAN HIBLER, special projects branch, was awarded a certificate by the Foreign Service Institute for his presentations on counterintelligence issues. Mr. Hibler is now an adjunct faculty member at the institute.

**Emergency Plans and Counterterrorism:** Emergency plans and exercises director JOHN LECHEVET, with team leader ALAN LUKENS and controller MICHAEL SCHOFIELD, conducted crisis management exercises in Maseru, Mbabane and Kampala ... Team



**DIPLOMATIC SECURITY**—The special agent-in-charge of the San Francisco Field Office, **Steve Hipson** (left), presents retirement plaque to **Pat Rice**, formerly the chief in San Francisco.

leader MICHAEL DAVILA, controller STEVEN KING and plans officer JEFF BROWN conducted crisis management exercises in Riyadh and Jeddah ... Acting Emergency Action Plans Division chief LARRY LIPTAK and plans officers JACKIE MANGUM, JODI SHOUSE, JOHN LEAZIER, JEFF BROWN and LLOYD BROADWATER traveled to Fort Bragg, N.C., for briefings and consultations with the Joint Special Operations Command ... Team leader JOHN SIMMS and controller LOREN RODWAY completed crisis management exercises in N'Djamena and Bern.

**Resource Management:** Development and Training Division staff members presented an abbreviated version of the V.I.P. protection

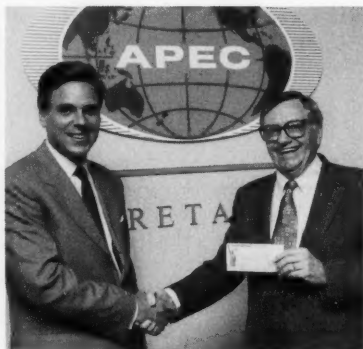
course to law enforcement officers from Poland, February 15-19, at the Federal Law Enforcement Training Center near Marana, Ariz. Staff instructors included DAVE HASS (division chief), X.L. BEARD, DENISE MONTGOMERY, WILLIAM TRITES, PAUL SORENSON (chief, Mobile Security Division), JOHN BRAY, STEVE CLICK, ED GUARD and BOB HANNI ... The V.I.P. protection course was also presented to law enforcement officers from Bulgaria, March 9-24, at the center near Marana. The course was presented by staff instructors CHARLES CHASE (program manager), Beard, JIMMY COOMBS, HAL ORBITS, AL KOBYLANSKY, GEORGE LAMBERT, Montgomery, Trites, Bray, KIM O'CONNOR, RUSSELL RICARDE and ROBERT SIMONS ... JEFF BOWERS, director for professional development, and DAVID WHITEHEAD, antiterrorism assistance program, reviewed portions of the course ... Mobile Security Division chief Sorensen and his deputy, LOU POSSANZA, held a seminar on "The Mission of the Mobile Security Division," at the Washington Field Office, March 17. □

## EAST ASIAN AND PACIFIC AFFAIRS

Deputy assistant secretary DONALD B. WESTMORE left the bureau, March 19, to serve as chargé d'affaires ad interim of Embassy Manila ... THOMAS C. HUBBARD, previously deputy chief of mission in Manila, arrived in the bureau, March 22, as deputy assistant secretary-designate.

Regional affairs director THERESA TULL traveled to Thailand and Laos, March 19-April 2 ... In Bangkok she attended the UN Association of Southeast Asian nations workshop on peace and preventive diplomacy, and the Asian preparatory conference on human rights ... She consulted in Laos on bilateral issues ... Regional affairs assistant director BRUCE GRAY traveled to Honolulu, March 3-4, for a symposium on "Cooperative Engagement and Economic Security in the Asia-Pacific Region," jointly sponsored by National Defense University and the commander-in-chief, Pacific forces ... Labor/UN/human rights adviser BRUCE MALKIN participated as an adviser to the U.S. delegation to the UN Human Rights Commission in Geneva, February 24-March 12.

Acting deputy assistant secretary PHILIP T. LINCOLN JR. attended and chaired part of the Asia-Pacific Economic Cooperation senior officials meeting hosted by the United States, March 30-April 1, in Williamsburg, Va. The U.S. delegation was headed by SANDRA J. KRISTOFF of the National Security Council staff, who chaired the first two sessions of the meeting ... Acting director JACK ANDRE and



Ambassador William Bodde Jr., right, who this year became the first executive director of the 15-nation Asia-Pacific Economic Cooperation Secretariat, is presented this country's annual contribution by Jon Huntsman Jr., U.S. ambassador to Singapore.

JOHN MERANTE, JULIE NUTTER, PRISCILLA STOWE and TERRY DARU, Office of Economic Policy, and ARDELLA D. FOWLER of the front office provided support for the conference, which was the second of four planned senior officials meetings leading up to the U.S.-hosted ministerial meeting in November. □

## ECONOMIC AND BUSINESS AFFAIRS

JAMES R. TARRANT, deputy assistant secretary for transportation affairs, held informal civil aviation consultations with Germany, in Washington, March 16. PATRICK SYRING, Office of Aviation Negotiations, participated in the talks ... JOAN CORBETT, director, Office of Aviation Programs and Policy, headed consultations with Spain, in Madrid, March 29-30 ... She chaired the talks in Washington with the United Kingdom on airport charges ... She represented the bureau at the Travel and Tourism Affairs Council annual meeting in Washington, March 3 ... The special negotiator for transportation affairs, CARL C. CUNDIFF, chaired civil aviation negotiations, in Washington, with France, March 1-3. JOHN C. SPIEGEL, Office of Aviation Negotiations, participated in the consultations ... THOMAS H. MARTIN, director, Office of Aviation Negotiations, chaired civil aviation negotiations with Russia in London, March 2-5 ... SAMUEL V. SMITH, deputy director of the office, chaired civil aviation negotiations with Bolivia, March 16-17, and with Argentina,

March 24-26, both in Washington. Mr. Martin chaired a working group associated with these consultations ... Mr. Martin chaired civil aviation negotiations with Australia in Washington, March 31-April 1. Mr. Syring participated in the talks ... PAUL SCHLAMM, deputy director, Office of Aviation Programs and Policy, participated in the March 30-April 1 quarterly meeting of senior officials of the Asia-Pacific Economic Cooperation Organization.

BRUCE CARTER, deputy director, Office of Maritime Affairs, is participating on the Serbian task force.

On March 19 WES SCHOLZ, director, Office of International Commodities, spoke on the UN secretary general's informal consultations on reform of the law of the sea convention's seabed mining regime, before the annual University of Virginia Center for Oceans Law and Policy symposium on the law of the sea ... On March 17 and April 7 he traveled to New York for discussions with the under secretary general for legal affairs, CARL FLIESHHAURE, on the subject.

JOSEPH A. SALOOM, deputy assistant secretary for international finance and development, cochaired the U.S. delegation to the official creditors of the former Soviet Union meeting in Paris, April 1-2, at which creditors agreed to reschedule some \$15 billion of 1993 debt service payments of the former Soviet Union. The rescheduling was seen as a major step in regularizing Russia's relationship within the international financial community ... SHIRLIE PINKHAM, Office of Development Finance, attended a replenishment meeting of the Inter-American Development Bank, in Hamburg, March 29-31.

G. PAUL BALABANIS, director, Office of Monetary Affairs, led the U.S. delegation to the meeting of the Paris Club on international debt matters, March 22-25, in Paris, France. During that meeting creditor countries conducted negotiations with representatives of Mozambique and Guatemala, reaching agreements on terms for rescheduling payments on their official debts ... Office of Investment Affairs director STEPHEN GIBSON cochaired the U.S. delegation in bilateral investment treaty negotiations in Belarus, Ukraine and Moldova, March 9-20, and with Turkmenistan, in Washington, March 23-25 ... Deputy director JACK CRODDY participated in the European energy charter basic agreement plenary session in Brussels, March 22-26 ... RAY McGRATH led the U.S. delegations to the meeting of the committee on international investment and multinational enterprises' working group on investment policy and the guidelines, and to a joint working group review of Greece's foreign direct investment regime, in Paris, March 17-19 ... DANIEL MARTINEZ participated in tax treaty negotiations with Ukraine, in Kiev, March 22-26 ... BEATRICE SOILA participated in bilateral investment treaty negotiations with Turk-

menistan, March 23-25. Bilateral investment treaty instruments of ratification were exchanged with Sri Lanka in a Treaty Room ceremony, April 1; the Sri Lankan treaty will be the 13th such treaty in force as of May 1.

WILLIAM C. RAMSAY, deputy assistant secretary for energy, resources and food policy, led the U.S. delegation to the International Energy Agency's governing board meeting, March 15, in Paris ... He chaired and led the U.S. delegation to the energy agency's standing group on long-term cooperation meeting, March 23-24 ... FREDERIC MAERKLE, chief, Energy-Consumer Countries Division, headed the U.S. delegation to the meeting of the energy agency's standing committee on long-term cooperation, in Paris ... He traveled to Brussels to attend the plenary session of the European Energy Charter Conference, March 24-28, accompanied by DAVID E. BROWN, director, Office of Global Energy.

THOMAS L. ROBINSON, director, Office of Food Policy and Programs, participated in international coffee negotiations in London, March 21-April 1 ... SUSAN CRONIN, Office of Global Energy, represented State at the March 11-12 meeting of the International Energy Agency standing group on emergency questions. After a joint session with the standing group on oil markets on the morning of March 11, the standing group reviewed member-country and secretariat appraisals of the seventh test of the emergency sharing system (AST-7) ... STEVE GALLOGLY, chief, Energy-Producer Countries Division, and MATTHEW McMANUS, foreign affairs officer, traveled to Tulsa, March 17, to speak before a conference on world markets for oil and gas field equipment. Mr. Gallogly updated the group on energy developments in Asia and China, and Mr. McManus spoke on the energy sectors in the Middle East, Canada, Mexico and South America.

ROBERT CEKUTA, deputy chief, Developed Country Trade Division, Office of Bilateral Trade Affairs, attended trade talks with Canadian officials, March 10, to prepare for the April 3 U.S./Canadian Binational Commission meeting in Ottawa ... ROBIN MATTHEWMAN, same division, participated in the U.S.-European Communities consultations on trade in civil aircraft, in Brussels, March 31-April 1 ... ED KASKA represented the Department at the March 24-25 Organization for Economic Cooperation and Development's trade workshop for eastern Europe and the newly-independent states of the former Soviet Union.

HOWARD LANGE, director, Office of Intellectual Property and Competition, attended a symposium at Harvard, March 31-April 2, on the impact of digital technology on copyright ... CURTIS STONE, deputy director, same office, participated in intellectual property negotiations in Washington with the Philippines (March 1-4); Taiwan (March 8-12); Korea (March 16-18); and Thailand (March 24-26) ... STEVEN PRUETT, same office, attended U.S.-

Venezuela intellectual property negotiations in Washington, (March 29-30).

Recently arriving in the bureau: STACEY M. HADASH, Office of the Assistant Secretary; BARBARA JARDINE, Office of Development Finance; BEATRICE PEARSON, Office of Investment Affairs; and SIGRID EMRICH, Developed Country Trade Division. □

## FINANCE AND MANAGEMENT POLICY

Acting chief financial officer ROGER GAMBLE held a series of "town meetings" with all bureau employees in early February. The purpose was to hear employee comments on the bureau's workplace improvement plan



**FINANCE AND MANAGEMENT POLICY**—Chief financial officer *Jill E. Kent*, right, presents Foreign Service officer *Jan Ogden* a Superior Honor Award for her leadership as acting director of the Office of Chief of Mission Authority and Overseas Staffing.



**FINANCE AND MANAGEMENT POLICY**—The workforce advisory group, from left: *Cheryl L. Sloan, Carolyn L. Brown,*

and to introduce the members of the bureau workforce advisory group. This group, set up in September, meets regularly with management to provide employee input into workplace issues. □

## FOREIGN MISSIONS OFFICE

In a ceremony in the treaty signing room on April 2, acting director HARRY W. PORTER III signed an agreement with the Belarus chargé d'affaires, SERGUEI MARTYNOV, transferring a building in the District of Columbia to Belarus for use as a new chancery. The property was purchased by the Department as part of a property exchange agreement with Belarus ... CLAY HAYS, Diplomatic Motor Vehicle Program, visited San Juan, Puerto Rico, to participate in a seminar with local law enforcement officers, sponsored by the Bureau of Diplomatic Security, on diplomatic privileges and immunities ... He participated in two sessions in Ocean City, Md., on in-service training for local law enforcement officers.

**Arrivals and departures:** TIMOTHY BECKLER, HELEN COOMBE and Clay Hays, formerly contract employees in the Diplomatic Motor Vehicle Program, have accepted direct Government employment positions in the office ... MARY GLASS, formerly of the Program Support office, transferred to the tax exemption program ... PAM BROWN, formerly of the Office of Protocol, has joined the Program Support office ... ZANETTA ANDREWS, tax exemption program, and DOMINIQUE DANIELLO, New York Regional Office, have departed, as has SHAWNA WILSON, an intern from George Washington ... MONICA VENABLE, a student at the University of Maryland,

*Florella Wallace, Ruby Berry, Elizabeth Hinson, Marlene C. Baxter, Chauncey R. Lynch.*

assisted the administrative and diplomatic motor vehicle offices during her spring break.

**Awards:** RONALD RAIGRODSKI was presented the "Quality Employee of the Month" award for December, for his work for the information management office ... VONDELL MAYO was presented the award for January for her work on the gasoline tax exemption program. □

## FOREIGN SERVICE INSTITUTE

The Overseas Briefing Center sponsored what it regarded as a successful seminar on Saturday, March 27, for Foreign Service officers and their families. The course, "Going Overseas," had more than 150 participants, including 36 families. The children that participated ranged from 6 through 18 years old. The center was open from 9 a.m. until 5 p.m.; it will repeat this session on Saturday, June 5. Singles, couples and families are encouraged to attend or to drop into the information center there for the latest news on future postings ... The Security Overseas Seminar Division of the center will offer the first of this year's eight student sessions on June 22. This program is specifically designed to meet the needs of dependents from ages 6 to 18. The one-day session, held on the second day of the adult security program, focuses on the concerns of students who are going overseas and offers practical tips and resources for dealing with security issues at post. Registration may be handled through the parent's personnel technician or by calling the Overseas Briefing Center at 703-875-5353 ... A cross-cultural initiative

research meeting was held at the institute on March 18-19. Participants included representatives from the Peace Corps (former Overseas Briefing Center director LEE LACY), Thunderbird School (ROBERT MORAN), American University (MITCHELL HAMMER) and the School for International Training (ALVINO FANTINI), as well as business representatives from World Learning, Inc. (ALAN CARTER), and from Clarke Consulting Group (CLIFFORD CLARKE). The Overseas Briefing Center's acting director, RAY LEKI, was in attendance, as well as one of its training consultants, JUDEE BLOHM. Institute deputy director JOHN SPROTT hosted the meeting and invited other members of the senior staff to meet with Mr. Moran for an additional meeting entitled "Making Globalization Work: A Business Perspective with Implications for Diplomacy."

ANNE IMAMURA, School of Area Studies, participated in the annual meeting of the Association of Asian Studies in Los Angeles, March 25-28. She organized and participated in two panels. Both were on "Reimagining Japanese Women: Continuity, Change or Repackaging?" ... MARGARET SARLES, chairwoman of Latin American and Caribbean studies, School of Area Studies, presented a paper, "Prospects for Democracy in Brazil: Lessons from the Impeachment of the President," at the annual International Studies Association meetings in Acapulco, Mexico, March 26 ... HANNAH BALDWIN, Africa deputy chairwoman, School of Area Studies, was part of a team of 35 international observers from 16 countries, sponsored by the National Democratic Institute, in Senegal for the presidential elections of February 21. She also visited Bamako, Mali, where she participated in the second International Mande

Studies Association conference, March 15-19.

DAN RATHER came to the Consular Training Division, March 11, to interview the director, NICK WILLIAMS, for the CBS television news show "48 Hours." The topic of the show was "Americans Incarcerated Abroad," and was to air sometime in May ... Area studies dean RICHARD JACKSON attended, on March 27, the Meridian House seminar on "Algeria: Prospects for the Future," and, on April 1-2, the Georgetown University symposium on Islamism and secularism in North Africa ... Area studies special projects director FRED HILL conducted a March 30 simulation game on "Russian/Ukraine Relations Focused on Nuclear Weapons Issues," as well as policy roundtables on nuclear nonproliferation issues in the successor states and a seminar on North Africa and Islam, March 11. □

## HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

Senior policy adviser GEORGE LISTER participated in a symposium commemorating 100 years of Italian democratic socialism, organized by Massachusetts University and the Kennedy Library, March 18-20, in Boston. Mr. Lister commented on a paper delivered by ARTHUR SCHLESINGER JR. on "The Kennedy Administration and the Center-Left."

The director of the Office of Bilateral



**FOREIGN SERVICE INSTITUTE—**Graduates of the revised acquisition course, from left: *George Kent* (Tashkent); *Jim McCune* (Office of Procurement Executive); *Jeanne Maloney* (Kuwait); *Karen Johnson* (instructor); *Walter Fleming* (San Salvador);

*Caroline Mangeldorf* (Hermosillo); *Tim Hunter* (Jeddah); *Christine Harold* (Manila); *Brian Moran* (Seoul); *Lynn Munn* (Bujumbura); *Santiago Rich* (La Paz); *Lyngrid Rawlings* (N'djamena); *Bruce Hudspeth* (Alma Ata); *Cathy Smith* (Riyadh); *Michael*

*Cutter* (instructor); *Meg Keeton* (Copenhagen); *Geraldine Jobs* (Libreville); *Rob Lloyd* (Office of Procurement Executive); *Bill Weech* (instructor); *Richard Haddock* (Dakar).





**HUMAN RIGHTS AND HUMANITARIAN AFFAIRS**—The acting assistant secretary, **James K. Bishop**, presents Superior Honor Award to the outgoing deputy assistant secretary for policy and programs, **Amy L. Schwartz**, for her work on the bureau's rule-of-law assistance program in the newly-independent states.

Affairs, **YVONNE THAYER**, led a seminar on U.S. human rights policy and preparation of the annual human rights report, at Georgetown's Institute for the Study of Diplomacy, March 18 ... She led three workshops on religious intolerance and conflict resolution, at Sidwell Friends School, March 30-31.

Multilateral affairs officer **MARGARET WILLINGHAM** spent a week at the UN Human Rights Commission meeting in Geneva, March 8-12, and participated in the U.S. delegation to the UN Commission on the Status of Women, in Vienna, March 17-26 ... On March 19 the bilateral affairs officer for Africa, **GERRY FULLER**, spoke to international human rights advocates from Europe, Africa, Asia and South America who were participating in the Columbia University training program on human rights. His topic was "The Role of Human Rights in U.S. International Policymaking."

Programs officer **THOMAS PLOFCHAN**, Office of Policy, Programs, Legislation and Public Diplomacy, gave a human rights course at the Defense Institute of Security Assistance Management, March 25. He spoke to some 20 officers slated for assignment overseas as security assistance officers. The presentation included discussion of U.S. human rights policy and procedures for reporting potential human rights violations. The course is required by the Defense Department for all military personnel going overseas. □

## INSPECTOR GENERAL'S OFFICE

At the invitation of U.S. Ambassador **RICHARD MELTON**, inspector general **SHERMAN M. FUNK** traveled to Brazil in April

under the U.S.I.A.'s speakers program. Mr. Funk said the Brazilians have expressed an interest in anticorruption efforts and in adapting the concept of an inspector general to their state and federal governments. He discussed with the minister of justice, members of congress and other senior Brazilian officials ways that the Brazilian government might undertake reforms to attack waste, fraud and mismanagement, in order, he said, to instill greater public confidence in the integrity of government ... On March 19 Mr. Funk presented **ELISABETH BRESEE**, assistant U.S. attorney for the District of Columbia, an award for the prosecution of several cases initiated by his Office of Investigations.

That office's special agent **MARK J. PAOLELLA** has completed the criminal investigator training program at the Federal Law Enforcement Training Center, Glynco, Ga ... The deputy assistant inspector general for audits, **M. MILTON MacDONALD**, attended the four-week residential executive development program at the Federal Executive Institute, Charlottesville, Va ... The Office of Policy, Planning and Management arranged in February for 19 of its staff to attend a seminar on "Developing Procedures, Policies and Documentation." Participants in the four-day seminar learned how to organize, prioritize and present written material effectively ... Also from the Office of Policy, Planning and Management, personnel officer **JOAN JACOB** attended an Office of Personnel Management seminar for new managers, at Lancaster, Pa., in February ... In March deputy executive director **RUBEN TORRES** attended a one-day seminar in Baltimore, "Helping Managers Set Priorities."

The Office of Audits' Information Management Division issued two reports in March. One was a review of Wang contract pricing, and the other was on the Foreign Service national compensation system ... In addition, the Departmental Support Programs Division issued a report on their review of the nationals' retirement programs ... The Property Management and Procurement Division issued a report on claims for household effects damage or loss.

Plans have been set for the spring cycle reviews by the Office of Inspections. **RICHARD HOWLAND** will lead Team I to inspect Greece and Turkey; **WILLARD DEPREE** will head Team II, going to China, Mongolia and Hong Kong. **SAMUEL LUPO**'s Team III will examine offices in the Bureau of Administration. Under the leadership of **WILLIAM BARBOUR**, Team IV will evaluate operations in Korea, as well as the American Institute of Taiwan, both in Washington and at Taipei. Team V, directed by **DANIEL O'DONOHUE**, will inspect the United Kingdom and Bermuda. A special review of the Congo, Gabon and Equatorial Guinea will be conducted by senior inspector **CHARLES NASH** and his team.

The assistant inspector general for security

oversight, **TERENCE SHEA**, and deputy assistant inspector general **DON NORMAN** gave a presentation on the organization and functions of the Office of Inspector General, to a class of new Civil Service employees ... Mr. Norman, accompanied by the Office of Security Oversight's Inspections Division chief, **DENNIS O'HARE**, gave a similar presentation at the Foreign Service specialist orientation ... Mr. O'Hare and audits manager **KEITH SCHWEGEL** provided a briefing to A.I.D.'s Office of Security ... **WILLIAM CHIPLIS** and **KEITH SUTTON** traveled to Venezuela and Bolivia while conducting an audit of the local guard program ... **JERRY WILSON** led a team that included **WILLIAM BELCHER**, **JOE HOLTHAUS**, **MICHAEL CORRADO** and **AL KNISELEY** on compliance followup reviews of Turkey and Pakistan. □

## INTELLIGENCE AND RESEARCH

*Office of Near East and South Asia Affairs:* **DAVID HERTZBERG**, analyst for Israel, on March 21 addressed the Silver Spring chapter of Hadassah, on Israeli domestic politics and the peace talks.

*Office of Analysis for Russia, Eurasia and East Europe:* **MARTHA MAUTNER**, deputy director, addressed the "Great Decisions" forum in Milwaukee, Racine and Sheboygan, and various media outlets in Wisconsin, on Russia and central Asia, March 8-9 ... **EUGENE FISHEL**, analyst, spoke to the John Kennedy chapter of B'nai B'rith on Ukrainian-Russian relations, March 25 ... He lectured on Moldovan issues at George Washington, April 5.

*Office of Terrorism and Narcotics Analysis:* **TERREE HAIDET**, analyst for the bureau, visited Damascus in late November on a five-week temporary assignment, to study terrorism issues and Palestinian-Syrian affairs.

*Office of Politico-Military Analysis:* **GARY CROCKER**, division chief, and **ELIZABETH MANDEL**, military analyst, former Soviet republics, were members of the U.S. delegation to Nato's annual MC-161 conference in Brussels, Belgium, in mid-March. □

## INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

**EARL S. BARBELY**, director of telecommunications and information standards, and **MARC T. AUSTIN** attended an extraordinary session of the European Telecommunications

Institute's general assembly, in Nice, March 16-18. The U.S. delegation was invited to address the assembly about U.S. concerns over the institute's intellectual property rights policy ... DANIEL GOODSPEED, counselor for International-Maritime Satellite Organization affairs, led a U.S. Government delegation to London, March 18-27, to attend the 45th meeting of the council of signatories of the International Maritime Satellite Organization, and to participate in the fifth meeting of the intersessional working group of the Inmarsat assembly of parties.

D. CLARK NORTON, senior counselor for Asia-Pacific economic cooperation and bilateral relations, participated in the second senior officials meeting for the fifth Asia-Pacific Economic Cooperation ministerial meeting, in Williamsburg, Va., March 30-April 1 ... WALTER H. MANGER, director for Africa and Middle East affairs, attended the third meeting of the preparatory task force for the International Telecommunication Union Asia-Pacific regional development conference, April 5-6, in Bangkok, Thailand. The conference is scheduled for May 9-15 in Singapore. □

## INTERNATIONAL NARCOTICS MATTERS

Deputy assistant secretary GRANT SMITH headed the U.S. delegation to the 36th session of the UN Commission on Narcotic Drugs, March 29-April 7, in Vienna. Staff members DENNIS LINSKEY and KATHLEEN WILKINSON attended the conference as advisers ... Mr. Smith headed the U.S. delegation to the preparatory meeting, to analyze new counternarcotics strategies, hosted by the government of Mexico, March 1-3; he was assisted by program officer ELIZABETH CARROLL ... Earlier, he participated on the U.S. observer delegation to the meeting of the Central American presidents in Belize, February 19, and visited U.S. narcotics officers in Guatemala, February 19-24.

TOM COONY was a participant in the chemical control conference in Austria, February 1-5 ... Senior policy analyst RAYBURN HESSE chaired a financial action task force conference in Hungary, February 2-11, the first such meeting in eastern Europe ... He chaired a follow-up financial action task force conference in Poland, March 1-4 ... Mr. Hesse held negotiations with the government of Trinidad and Tobago, in Port-of-Spain in March, to plan the next activity of the Caribbean financial action task force ... He chaired a meeting in Paris, March 29-31 ...

THOM BROWNE and Ms. Wilkinson traveled to New York, February 21-23, to meet with UN International Childrens Education

Fund officials ... While in New York, Mr. Browne met with officials of major league baseball to discuss their support for a drug prevention program in Santo Domingo ... In February program officer MELINDA TABLER-STONE visited programs in Bolivia, Chile, Argentina, Paraguay and Brazil.

Program officer WILLIAM DAVNIE and technical officer LLOYD ARMSTEAD were part of an interagency team participating in a joint U.S.-Burma opium yield study in Southeast Asia in February ... Operations officer GARY MESSANO took part in a program review in Peru and Bolivia, February 1-7 ... Air wing deputy TERRY BRANHAM and Mr. Messano were in Washington, February 22-26, for an award fee meeting relating to the bureau's aviation services contract ... Lieutenant Commander JAMES C. COX received the Air Medal for his participation in Operation Desert Storm ... Guatemala senior aviation officer MIKE KARR, also a veteran of Desert Storm, was a below-the-zone selection for major.

Budget analyst RUSS REIFF visited narcotics affairs sections in Bogota, Guatemala, Santo Domingo, San Salvador, Belize, Tegucigalpa and Panama, February 7-March 10, to conduct a financial and administrative review of operations ... TOM BIDDICK, chief, Asia/Africa Division in the program office, visited Kunming, Guangzhou and Beijing, March 14-21, for meetings with Chinese counternarcotics officials on heroin trafficking ... ROBERT BLAU, Central America program officer, visited Panama, Costa Rica and Nicaragua, March 29-April 2, to review bilateral programs and meet host-country counternarcotics police officials ... Budget analyst CALVIN WATLINGTON conducted a financial and administrative review of the narcotics affairs section in Mexico, March 12-18 ... On March 15 TIMOTHY HENDERSON, Management Systems Division chief, traveled to Patrick Air Force Base with JAMES POULES, Defense Logistics Agency, to review implementation of the International Narcotics Matters air wing support contractor's property management systems.

On April 1 the Department sent to Congress, then released to the press, its annual "International Narcotics Control Strategy Report." The congressionally-mandated report makes an assessment of drug production and trafficking in over 130 countries. The bureau prepares the report in consultation with other bureaus in the Department, U.S. embassies and other agencies of the U.S. Government.

The air wing's ED MOWREY conducted an annual inventory in Bolivia, March 8-19, and traveled to Washington later in the month for a contracting seminar ... THOM BROWNE traveled to Argentina and Brazil to review demand reduction and joint intelligence coordination center programs, March 22-April 1 ... JOHN McLAUGHLIN assisted in a Panamanian coca eradication project, March 30-April 5. □

## INTERNATIONAL ORGANIZATION AFFAIRS

*People: Transfers:* CHARLES R. CASPER JR. from the Bureau of Finance and Management Policy to the Office of UN System Administration ... ROBERT G. LOFTIS from the Bureau of Politico-Military Affairs to the Office of UN Political and Multilateral Affairs ... CHRISTOPHER J. PARK from the National Endowment for the Humanities to the Office of UN System Budgets ... TERRY L. POWELL from the Department of Navy to the Office of U.S. Budgetary Presentation and Payments ... KAREN A. HAYMAN from the Office of Administrative Services to the Bureau of Diplomatic Security ... JOHN M. HERZBERG from the bureau's public affairs office to the House Foreign Affairs Committee ... L. ROBERT HUGHES from the Office of UN Political and Multilateral Affairs to the Foreign Service Institute ... WILLIAM E. KOHLENBUSH JR., from the Office of Administrative Services to the Bureau of European and Canadian Affairs ... ROBERT R. KUNTZ II, from the Office of International Conferences to Tokyo ... HAROLD E. MEINHEIT from the Office of UN Political and Multilateral Affairs to the Foreign Service Institute ... *Resignations:* JOHN R. BOLTON as assistant secretary of the bureau ... CHARLOTTE M. PONTICELLI from the Office of Human Rights and Women's Affairs ... CHRISTINE E. SAMUELIAN from the Office of the Assistant Secretary ... CAROLINE E. WEIL from the Office of the Assistant Secretary ... JACKIE WOLCOTT as the deputy assistant secretary for international social and humanitarian affairs ... *Also:* DAVID J. SCHEFFER entered on duty in the Washington Office of the U.S. Permanent Representative to the United Nations ... FRANCES C. WESTNER retired from public affairs office.

ELIZABETH W. SHELTON, deputy director, Office of International Economic Policy, attended the second part of the 39th session of the UN Trade and Development Board, in Geneva, March 15-26 ... MADELYN EVANS, Office of UN Employment Information and Assistance, coordinated the recruitment of over 50 U.S. citizens, several from State Department, to serve as monitors for the upcoming UN-organized elections in Cambodia. This was accomplished with assistance from the Cambodia desk and International Organization Affairs' Office of UN Political Affairs ... PAOLA LUCHI, staffing management officer, returned to the Office of UN Employment Information and Assistance, March 6, after serving on a 120-day detail as special assistant to the Civil Service ombudsman ... DAN KELLER, Office of UN Social and Refugee

Affairs, attended the 33rd session of the Commission for Social Development, in Vienna, February 8-17, where he discussed preparations for the world summit for social development, scheduled for Copenhagen in 1995 ... SHARON KOTOK, officer-in-charge of international women's programs, served as an adviser to the U.S. delegation to the UN Commission on the Status of Women, which met in Vienna, March 17-26 ... ANN BLACKWOOD, Office of Technical Specialized Agencies, traveled to Vienna as a member of the U.S. delegation to the annual meeting of the UN Commission on Narcotic Drugs, March 29-April 9.

**Office of Multilateral Policy Coordination:** Director DOUGLAS KINNEY participated in the acting assistant secretary's consultations with New Zealand and Russia on multilateral diplomacy; addressed the Foreign Service Institute's course on UN tradecraft; and spoke at Arlington Cemetery on the second anniversary of the Gulf war ceasefire ... Deputy director FLOYD RIGGS completed training on desktop publishing ... PAULETTE ONLEY took a course in drafting and correspondence ... Management assistant TERESA WOOD received a promotion and completed a communications course ... Research chief FLORA EVON studied advanced framemaker and editing ... ADRIENNE LAWSON and JOHN MARTINEZ have joined the Planning and Research Divisions as interns, for the spring.

JAMES F. MORIARTY, deputy to the director of the Office of UN Political Affairs, was awarded a Superior Honor Award with special reference to his work on ex-Yugoslavia issues in the United Nations ... LEON WEINTRAUB, action officer for Africa, Office of UN Political Affairs, was awarded a Superior Honor Award with a meritorious step increase for his work on the humanitarian tragedy in Somalia ... L. ROBERT HUGHES, action officer for Asia, peacekeeping and Security Council issues in the office, was awarded a Meritorious Honor Award for his contributions to policy formulation on UN peacekeeping and Security Council issues. □

## LEGAL ADVISER'S OFFICE

MICHAEL J. MATHESON, acting legal adviser, traveled to New York for consultations with UN officials on Yugoslav war crimes. He was accompanied by BRUCE C. RASHKOW, assistant legal adviser for UN affairs ... T. MICHAEL PEAY, assistant legal adviser for inter-American affairs, represented the U.S. Government at a hearing before the Inter-American Commission on Human Rights, in Washington, on matters relating to Panama and Grenada ... RONALD J. BETTAUER, assistant legal adviser, Office of International Claims

and Investment Disputes went to Geneva, Switzerland, to attend the latest meeting of the UN Compensation Commission. He was accompanied by MARGARET MAHON, attorney-adviser, same office ... ROBERT E. DALTON, assistant legal adviser for treaty affairs, attended the Council of Europe meeting in Strasbourg ... Mr. Rashkow participated in the international meeting of experts on the establishment of an international criminal court, in Vancouver, Canada.

MARY BETH WEST, attorney-adviser, Office of International Claims and Investment Disputes, traveled to Moscow for discussions with authorities about compensation for the families of the Korean Airlines 007 incident ... Lieutenant Colonel MILTON SMITH, attorney-adviser, on detail from the Air Force, assigned to the Office of International Claims and Investment Disputes, traveled to St. Louis and Dallas for research concerning foreign military sales matters related to Case B1 (Claims 2 and 3) ... DONNA M. CATLIOTA, attorney-adviser, same office, met with Navy officials in Philadelphia on Case B1. She was accompanied by RICHARD HENDERSON, an auditor detailed from the Defense Contract Audit Agency ... Lieutenant ROBERT E. VINCENT, attorney-adviser, on detail from the Navy, traveled to Treviso, Pa., to meet with Government officials on Case B1 ... KELLY B. CARLSON, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to New York to attend a trial involving Department of State witnesses.

**People:** Joining the bureau was MARGARET ADAMS, a secretary in the Office of International Claims and Investment Disputes ... MARIAN L. NASH, attorney-adviser and editor of the Digest of U.S. Practice in International Law, received the John Jacobs Rogers award for 40 years of service with the Department, including 31 with the Office of the Legal Adviser. □

## NEAR EASTERN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary EDWARD P. DJEREJIAN testified, on the Middle East and the Secretary's recent trip to the region, before the House Appropriations Committee's subcommittee on foreign operations, March 8 ... On March 9 he testified on the situation in the Middle East before the House Foreign Affairs Committee's subcommittee on Europe and the Middle East ... The White House received Prime Minister YITZHAK RABIN of Israel, who was in Washington on a private visit. Mr. Djerejian attended the meeting between PRESIDENT CLINTON and Mr. Rabin, and also attended SECRETARY CHRISTOPHER's meetings with the prime minister ... Mr. Djerejian addressed the annual conference of the Joint Action Committee for Political Affairs, March 16. He spoke on peace efforts and U.S. relations with Israel ... On March 29 Mr. Djerejian spoke on the Middle East to members of the Ambassadors' Roundtable, who were in the Department for a daylong program ... Mr. Djerejian met with Arab ambassadors in Washington, March 4, to brief them on the Secretary's trip to the Middle East ... On March 22 Mr. Djerejian met with Arab journalists to discuss peace efforts and events in the Middle East ... He presented the Foreign Affairs Award for Public Service to Ambassador CHARLES W. HOSTLER, March 10, on his retirement as U.S. ambassador to Bahrain. The award, given for "outstanding service" by a noncareer employee, recognized Mr. Hostler's efforts during and after Operation Desert Shield/Storm. Present at the ceremony were deputy assistant secretary DAVID MACK, Bahrain desk officer PAUL WICKBERG and the Department of Defense's director of international security affairs, FRED SMITH.



AMMAN, Jordan—Marine security guards with Secretary Christopher, from left: Ray Dureault, Victor Bianco, Steve Ramos,

Ben Working, Carl Bailey, Bryan Zehe, Mike Pyle, Fabian Rivera, Arne Diaz.



Principal deputy assistant secretary MARK PARRIS spoke on the Middle East to a conference of women leaders, March 23 ... On March 2 deputy assistant secretary DANIEL KURTZER briefed ambassadors in Washington on the results of the Secretary's trip to the Middle East ... Mr. Kurtzer spoke on peace efforts and U.S. relations with Israel to the Hadassah national board, March 3 ... Mr. Mack gave a "Worldnet" interview with interlocutors in Sanaa, Yemen, March 15. His topic was Yemeni elections.

**Office of the Public Affairs Adviser:** Public affairs adviser WENDY CHAMBERLIN spoke on the Middle East to students in the Foreign Service Institute's area studies class, March 19 ... On March 23 she spoke to Arab journalists at the Foreign Press Center, on peace efforts and developments in the Middle East.

**Office of Arabian Peninsula Affairs:** Director RICHARD McKEE traveled to Ramstein Air Base in Germany, March 23, to speak on Middle East and Gulf policy to a conference of air attachés from the Middle East and Africa ... Deputy director GERALD FEIERSTEIN met with students from the Middle East and South America to discuss U.S. policy in the Middle East. The group was in town under the sponsorship of the Close-Up Foundation ... Kuwait desk officer ETHAN GOLDRICH met with Cornell University seniors to discuss career opportunities in the Foreign Service and State, March 23.

**Office of Egyptian Affairs:** Deputy director TED FEIFER spent two weeks in Egypt in late March on consultations. He also visited Tel Aviv for a day.

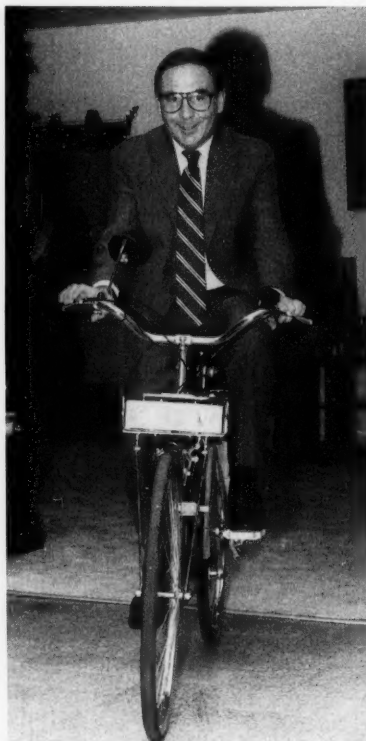
**Office of Israel and Arab-Israeli Affairs:** Director THOMAS MILLER addressed the American Israel Public Affairs Committee's policy conference on the peace talks, March 20 ... He spoke on multilateral environmental cooperation in the Middle East at the Environmental Law Institute, March 2, and addressed a Hadassah group from Connecticut, March 18 ... Deputy director JOSEPH LIMPRECHT spoke to a Hadassah group from New Jersey, March 25 ... Economic officer JAKE WALLS spoke to a United Jewish Appeal group from Pennsylvania, March 25 ... Political-military officer HELENE KESSLER spoke to a United Jewish Appeal group from Rochester, N.Y., March 29 ... Political officer MARC SIEVERS spoke on the peace talks to the United Methodist Seminar on International Affairs, March 25.

**Office of Maghreb Affairs:** Director STEPHEN BUCK spoke to the Foreign Service Institute's area studies class, March 2, on developments in North Africa.

**Office of Northern Gulf Affairs:** On March 17 director RONALD NEUMANN participated in a panel discussion at the Center for Strategic and International Studies, with Iraqi opposition figures. The subject was the democratic future of Iraq ... He spoke at a

National War College seminar on the Persian Gulf, March 30.

**Office of Regional Affairs:** Deputy director GARY USREY spoke to visitors from the Middle East, March 30, on U.S. policy ... Political officer RICHARD JARVIS briefed a U.S. Army Reserve psychological operations unit, on Islamic fundamentalism, March 6 ... On March 10, he addressed the opening session of a model Arab League summit meeting, at Georgetown University, on U.S. policy in the Middle East ... Regional labor and social affairs adviser GAYE MARIS spoke on the Middle East to students in the Foreign Service Institute's class for incoming Civil Service secretaries, March 16 ... Ms. Maris left the bureau, April 2, to begin language training prior to an assignment as labor officer in Montevideo ... BOB KRANTZ and other Multilateral Force and Observers representatives traveled to Fort Campbell, Ky., to brief the commanding general, senior staff and officers of the 1-327 Infantry Battalion, 101st Division (Airmobile), which will be deploying to the Sinai beginning next July. □



JEDDAH, Saudi Arabia—Administrative officer Charles B. Angulo on a bicycle purchased by the post for its gate guards.

## OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

ELEANORE RAVEN-HAMILTON opened a workshop in California for government officials from Middle Eastern countries represented on the environment working group, one of the five multilateral working groups in the framework of the Middle East peace talks. The workshop, organized by an interagency group chaired by State, brought together experts from 11 countries, including Israel, and a Palestinian from Gaza for training on prevention, preparedness and response strategies for oil-spill and chemical accidents. U.S. Government experts in these fields provided the training at the workshop, in Monterey and Santa Barbara, February 7-19 ... ARNOLD SCHIFFERDECKER, director, Office of Environmental Protection, headed a U.S. delegation to Geneva for negotiation of a second sulfur emissions protocol to the long-range transboundary air pollution convention of the Economic Commission for Europe, March 1-5 ... He led the U.S. delegation to the sixth session of the senior advisers on environment and water problems, in Geneva, March 16-19 ... ROBERT SMITH, Office of Ocean Affairs, and GEORGE TAFT, Office of Treaty Affairs, participated in meetings at the United Nations, March 10-12, to discuss the definition of the continental shelf under the law of the sea convention.

LARRY SNEAD, director, Office of Fisheries Affairs, headed the U.S. delegation to the Food and Agriculture Organization's committee on fisheries and expert group meeting on fishing vessel-flagging, in Rome, Italy, March 15-19. He was accompanied by BILL DILDAY, Office of Fisheries Affairs, and DAVID BALTON, Office of the Legal Adviser ... Mr. Snead and JOHN J. FINNEGAN JR., Office of Fisheries Affairs, traveled to Vancouver, British Columbia, for a government-to-government meeting with Canadian officials on the Yukon River salmon protocol. Mr. Snead chaired the U.S. side ... He and Mr. Finnegan then traveled to Anchorage, Alaska, for meetings, March 24-25, with Alaskan advisers on the status of the salmon protocol ... BILL GIBBONS-FLY, Office of Fisheries Affairs, traveled to Trinidad and Tobago, Guyana, Columbia and Brazil, March 21-31, to discuss U.S. and foreign efforts for the conservation and protection of sea turtles.

The deputy assistant secretary for science and technology affairs, JOHN P. BORIGHT, led the U.S. delegation to the meeting of the committee for science and technological policy,



Organization for Economic Cooperation and Development, in Paris, March 22-25 ... He delivered the colloquium for the physics department at Cornell University, March 8, and attended the experts' meeting on global change research held by the Organization for Economic Cooperation and Development at Cambridge, Mass., March 30. □

## PERSONNEL

**Office of the Director General:** Director general GENTA HAWKINS HOLMES on March 12 welcomed some 35 students from Cardoza High School who were participating in a model United Nations course. She was joined by GEORGE MOOSE, assistant secretary-designate for African affairs, who congratulated the students for displaying ambition and interest in world affairs by volunteering for the class. As the group sat in the Loy Henderson Conference Room, which is equipped with translation headsets, JOCK COVEY asked them to imagine themselves as being Security Council delegates. State's involvement with the Cardoza course began last fall, when Mr. Covey and TOM MILLER searched for a community service project that would offer Department employees a way to give something to the community. About 30 Foreign and Civil Service employees from bureaus throughout the Department have volunteered to work with individual students as they prepare for their roles as Security Council "delegates." The sophomores and juniors will debate a knotty Middle East water rights issue at the end of this month in the Loy Henderson room. Mr. Covey and the other project organizers said they hope the project will be institutionalized at Cardoza, and perhaps other Washington high

schools. The orientation program for the students included a tour of the Operations Center, conducted by ROSALYN ANDERSON; a recruitment pitch by RUSSELL TAYLOR of the recruitment office (a Cardoza alumnus) and lunch on the eighth floor. □

## Family Liaison Office

Support services officer JO-ANNE VAUGHN participated on a panel on evacuation issues, for Peace Corps staff in Washington. This was the first meeting with State to clarify evacuation concerns. Ms. Vaughn also met in March with Medical Services psychiatrists and social workers and Diplomatic Security's coordinator of its "A/OK" program (a security program for elementary school students) to identify materials for a child-abuse prevention package to be sent to the field. The package would include a book, a film and related materials. This effort is in response to requests from posts for programming.

Employment program coordinator DAVID BALL conducted jointly with the Overseas Briefing Center a weeklong employment planning workshop for Foreign Service spouses and family members ... The latest in a series of "network" meetings organized by the office for family members interested in Government careers was held March 5. DORIS MINNEMAN, Career Development Resource Center, spoke about career development resources at the center ... American Family Member Associates Program coordinator KAREN LUNDAHL and BOB REGELMEN, Bureau of Personnel, facilitated the first meeting of members of the program, March 30. The meeting was designed to identify aspects of the



**FAMILY LIAISON OFFICE**—Patricia Ryan, left, receives the Association of American Foreign Service Women's first Lesley Dorman Award from Deputy Secretary Clifton R. Wharton Jr. Ms. Ryan and Ms. Dorman, center, are past presidents of the organization.

program that have worked for members and determine where improvements are needed ... Employment program assistant ERIN ROONEY attended two meetings with the Coordination Council for North American Affairs, to discuss the existing de facto work arrangement between Taiwan and the United States.

Publications coordinator GAIL KNOWLES and KAY EAKIN edited, at U.S.I.A.'s "Worldnet" studio, a new videotape, "America: A Different World." The tape, which will be sent to all posts via satellite, features 22 Foreign Service teens living in the Washington area who discuss their reentry experiences.

Staff members briefed several groups and individuals in March, including "Introduction to Foreign Service Life" class members; CHARLES RAY, who will be going to Sierra Leone as deputy chief of mission; inspectors going to the American Institute in Taiwan, China, Hong Kong, Italy, Korea and Mongolia; Foreign Agricultural Service personnel and family members; regional security officers; Foreign Service specialist class members; and Foreign Service personnel assigned to "designated posts." ... Ms. Eakin, Ms. Lundahl and Ms. Knowles participated in crisis management exercises.

Twenty-six newly-appointed community liaison office coordinators were in Washington, February 15-26, to attend the professional skills development for coordinators course. Offsite training focused on developing communication, cross-cultural and program management skills. Meetings at the Department with the staff of the Family Liaison Office, the Overseas Briefing Center, the geographic bureaus and other offices which interact with the overseas pro-



**BUREAU OF PERSONNEL**—At award ceremony, left to right: Kristin Call, director general Genta Hawkins Holmes, Danita

Hickson, T. Christian Jackson, Veda T. Engel, Walter Greenfield, Cynthia S. Dearing, Florida I. Sheppard.

gram highlighted resources the coordinators can draw on. They also participated in a half-day crisis management exercise at Dunn Loring. □

## Medical Services

The director of mental health services, Dr. HAL RINIER, participated in an American Psychiatric Association conference in Puerto Rico, March 2-5, concerning the neuropsychiatric implications of Aids ... Following his resignation from the Foreign Service on March 5, regional medical officer/psychiatrist THOMAS VALK planned to stay in the Washington area to complete a graduate program and to work in Medical Services on a part-time basis, on a Civil Service contract ... Early in March, regional medical officer GRETCHEN MCCOY completed her orientations in Medical Services and at the Foreign Service Institute, had two days of consultations in London, and arrived in Lagos, her first post ... In orientation with Dr. McCoy was nurse practitioner FRED CONTRERAS, who was welcomed back into the Foreign Service by his colleagues and began his clinical with Foreign Service medical officers in Jakarta.

Nurse practitioner CHERYL WAGNER arrived in Washington the first part of March after accompanying a patient from Manila ... Nurse practitioner RITA DANIELS has accepted a position for training as a personnel officer in the functional specialization program, beginning the last week of July. She will complete her tour in San Salvador and leave Medical Services ... Contract nurse CHRISTINE SPECK received a meritorious step increase for her contributions to the health program at Embassy Bonn ... In mid-March regional medical officer STEPHEN CUMMINGS resigned from the Foreign Service, from his second post in Manila; he had entered on duty in December 1987 with a first tour in Sanaa ... The contract nurse in Islamabad, QUEENIE ANDRUS, accompanied a patient to the Washington area, March 16 ... NANETTE HOTCHNER, registered nurse in quality improvement, completed a health care management certification program at Georgetown University. For three days a month for the last nine months, she has delived into medical administrative issues.

Following her 15 years of service in the clearance section of Medical Services, SONIA MULLIN retired at the end of March ... Dr. STUART SCHEER, director of health care programs, traveled to Cairo for a health program evaluation and consultations with medical services providers there, and to Ankara to survey health needs and resources because of the closing of military medical facilities ... Also traveling on a regional evaluation/consultation trip at the end of March and early in April was Dr. KEN BABCOCK, medical clearances director. The Khartoum and Riyadh health units were his stops ... Dr. MICHAEL

NESEMANN, director of foreign programs, attended the annual American College of Physicians conference at the Washington Convention Center, April 1-4 ... A new regional medical officer, Dr. NICHOLAS RIESLAND, completed his Foreign Service Institute orientation, March 26 and, following three weeks of orientation in Medical Services, planned to proceed with his family to his first Foreign Service post, Khartoum ... Welcomed to the Department from her former position with the Veterans Administration was DELPHINE CAGER, Ph.D. She is a counselor in the Alcohol and Drug Awareness Program ... SYLVIA FLORES, registered nurse, was welcomed to a position in the clearances section of Medical Services. □

## PUBLIC AFFAIRS

*Office of Public Liaison:* On February 5 JUDY CHRONISTER coordinated a Department briefing and managed an eighth-floor luncheon hosted by ROBERT BRADTKE, acting assistant secretary for legislative affairs, and RICHARD BOUCHER, acting assistant secretary for public affairs, for the U.S. Senate Youth Foundation. The speaker was ROBERT GOSENDE, minister-counselor, Bureau of African Affairs ... Ms. Chronister arranged for Ambassador CHAS FREEMAN to participate at Mount Saint Mary's (Emmitsburg, Md.) symposium on "American-Gulf Relations," February 9 ... On February 28 YVONNE O'BRIEN arranged for ROBERT GALLUCCI, assistant secretary for politico-military affairs, to address the Veterans of Foreign Wars' Washington meeting on arms control issues ... Regional program officer DARLENE KIRK arranged for EDWARD J. PERKINS to address the Peace Prize Forum in Moorehead, Minn., February 12, on the United Nations ... She arranged for the deputy assistant secretary for African affairs, ROBERT HOUDEK, to speak at Nicholas College, Dudley, Mass., on Somalia ... Ms. Kirk traveled to Chicago as part of the advance team for SECRETARY CHRISTOPHER'S speech, March 22, to the Mid-America Committee, the Executives Club, and the Chicago Council on Foreign Relations ... Regional program officer CHRISTINE MURRAY arranged for deputy assistant secretary JOHN BORIGHT, Oceans and International Environmental and Scientific Affairs, to deliver the physics department colloquium at Cornell in Ithaca, N.Y., March 8 ... She arranged for Deputy Secretary CLIFTON R. WHARTON to address the New York Stock Exchange board of directors and the Europe and Japan advisory committees in New York, March 30 ... She arranged for PHILIP WILCOX, acting assistant secretary for intelligence and research, to address the Global Business Forum in New York, March 29 ... She facilitated Under Secretary PETER TAR-

NOFF's meeting with fellows of the Carter Center in Atlanta, April 1 ... Washington Program highlights included the Secretary's remarks to the Trilateral Commission, March 28, and the deputy secretary's luncheon address as part of the daylong program for the Ambassadors Roundtable, March 29. Program officer MARY ANN DIXON coordinated both events ... In conjunction with Women's History Month, EILEEN MCCORMICK PLACE, liaison with national women's groups, arranged a briefing for women leaders, March 23. Director general GENTA HAWKINS HOLMES delivered welcoming remarks, and MELINDA KIMBLE (UN issues and Somalia) and LAURA CLERICI (Bosnia) participated in the program ... Briefings officer Chronister arranged for Ms. Holmes to address the Center for the Study of the Presidency, March 19.

*Office of Intergovernmental Affairs:* DONNA KREISBERG arranged for the Council of State Governments leadership to be briefed by the U.S. mission to the European Communities in Brussels, by the embassy and by the U.S. mission to the Organization for Economic Cooperation and Development in Paris and by Embassy Prague on its recent tour of Europe ... She made an appointment for Illinois Lieutenant Governor ROBERT KUSTRA to meet with deputy chief of mission TIMOTHY DEAL of Embassy London ... She accompanied the National Governors Association international relations director to meetings with the Office of the Commonwealth of Independent States Assistance and the Russian desk, prior to the director's trip to Moscow to open the association's business office ... JANICE SETTLE attended and reported on the National League of Cities' international municipal consortium session on the North America free trade agreement, in Washington, March 22 ... Ms. Kreisberg represented the Department at the March 22 Sister Cities leadership meeting with A.I.D. and U.S.I.A. officers on technical assistance to Russia and the New Independent States and Latin America ... She attended a March 30 seminar on state-federal cooperation in promoting business and overseas development organized by the National Association of State Development Agencies, in collaboration with A.I.D.

*Office of the Historian:* HARRIET D. SCHWAR visited the Lyndon Baines Johnson Library in Austin, Tex., January 5-15, for research on the China and Japan "Foreign Relations" volumes ... TAYLOR FAIN made two research trips in support of the "Foreign Relations" Latin American series ... On March 1-2 he researched at the Johnson library, and on March 17 he made a trip to the Kennedy presidential library in Boston ... JAMES E. MILLER, historian with the General and European Division, is on leave of absence to teach in the Fulbright chair in American studies at the University of Naples, Italy, March 1-May 31. He will instruct a class in U.S.-Italian relations since 1990. □

## REFUGEE PROGRAMS

WARREN ZIMMERMANN, bureau director, met with SADAKO OGATA, the UN high commissioner for refugees, to discuss operations in the former Yugoslavia and Somalia and U.S. policy toward Haiti ... He met with JEAN DE COURTEN, director of operations, International Committee of the Red Cross; held an open session with population nongovernmental organizations in Washington; traveled to New York to meet with NAFIS SADIK, executive director, UN Population Fund; and to California to give a speech on migration and meet with Vietnamese refugees ... He participated in a Center for Strategic and International Studies conference on migration, in Taormina, Sicily ... He met with ROBERT GOSENDE before his departure for Mogadishu to replace ROBERT OAKLEY as special envoy to that war-torn country on the Horn of Africa; with LIONEL ROSENBLATT, president, Refugees International, for an update on the Burmese Rohingyas in Bangladesh; and with the deputy chief of mission in Rangoon, FRANKLIN P. (PANCHO) HUDDLE.

PRISCILLA A. CLAPP, senior deputy assistant secretary, and BETSY A. LIPPMAN, program officer, Office of European, Near Eastern and Latin American Refugee Assistance, reviewed in Moscow the International Organization for Migration project for migration assistance to the Russian government ... Ms. Lippman then proceeded to Armenia to monitor refugee assistance programs ... Ms. Clapp delivered the keynote address at the Center for Migration Studies (16th national legal conference on migration and refugee policy) in Washington.

BRUNSON MCKINLEY, deputy assistant secretary for management, headed the U.S. delegation to the Organization for Economic Cooperation and Development meeting on migration, in Madrid, Spain ... SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, attended the 18th national conference on blacks in higher education, in Washington. (Ms. Moten retired April 4) ... JAN De WILDE, director, Office of Asian Refugee Assistance, traveled to Africa to discuss refugee matters ... THERESA L. RUSCH, director, Office of Refugee Admissions and Processing, attended a one-month senior-level management training program in Charlottesville, Va., and served as a Government witness in Haitian litigation in New York ... NANCY LEES-THOMPSON, program officer, represented the bureau at meetings in the Marshall Islands ... ANITA L. BOTTI, director, Office of Refugee Reception and Placement, met with InterAction officers in New York ... KAREN L. MCCARTHY and DJUANA L. PITTMAN, program officers, monitored voluntary agency-affiliate settle-

ment operations in the New York metropolitan area.

NORMAN W. RUNKLES, comptroller, and YOLANDA F. POSTORINI, contract specialist, consulted with the International Organization for Migration and voluntary agencies on loan collection in New York ... PAULA R. LYNCH, program officer, Office of Multilateral Organizations and Migration Policy, attended UN meetings on administration and finance, and consulted with international refugee organizations officials on refugee assistance issues ... KELLY T. CLEMENTS, program officer, participated in a Department of Defense-sponsored working group on humanitarian assistance and disaster relief, in Hampton, VA ... JANE J. TANNENBAUM, program officer, Office of European, Near Eastern and Latin American Refugee Assistance, monitored Guatemalan refugee sites in Mexico and Guatemalan repatriation to Guatemala, and consulted with Mexican and Guatemalan government officials as well as nongovernmental organizations ... ANN T. KENNELLY, program officer, Office of Multilateral Organizations and Migration Policy, covered migration issues at the European population conference in Geneva.

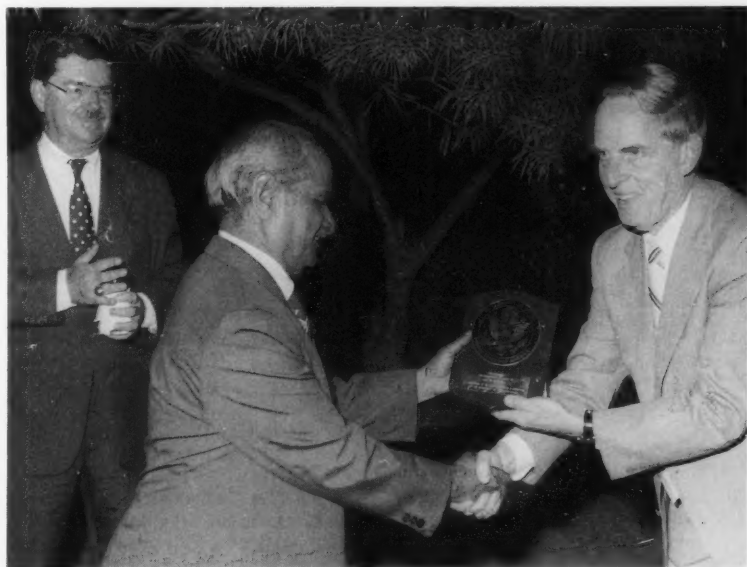
Following consultations in the bureau, MARTIN BRENNAN, deputy refugee coordinator, Bangkok, traveled to Minneapolis, Fresno, Sacramento and San Francisco to speak to Hmong refugees resettled in those states, about the Lao repatriation program. □

## SOUTH ASIAN AFFAIRS

Principal deputy assistant secretary JOHN R. MALOTT was designated interim director for South Asian affairs, March 26, assuming responsibility for the bureau ... He attended an Asia Society luncheon in honor of the Indian Ambassador, March 4.

*Office of India, Nepal and Sri Lanka Affairs:* DENISE VALOIS, desk officer for Nepal, traveled to the region, March 9-30. She visited Hawaii, Kathmandu, New Delhi and Colombo ... Deputy director TIMOTHY HAUSER traveled to New York, March 12, for a Business Council for International Understanding meeting with American businessmen interested in investment in India ... Director GEORGE GRIFFIN addressed a seminar at George Washington on minorities and violence in South Asia, March 30.

*Office of Regional Affairs:* Director MICHAEL LEMMON and GEORGE GRIFFIN participated in the Henry L. Stimson Center's South Asia nuclear policy working group, March 1 ... Mr. Lemmon lectured on regional security and proliferation, and U.S. policy approaches, at the National War College, March 18, and at the area studies seminar on South Asia, March 19 ... He participated in a Council on Foreign Relations international affairs fellows roundtable, March 31, on U.S. international narcotics control policy. ■



**KARACHI, Pakistan**—Ambassador John C. Monjo presents plaque of appreciation to Ali Mohammad Gambwani, left, who

retired after 34 years as political assistant. With them is consul general Richard C. Faulk.



## A Chopin etude: it was 'worthy of Horowitz'

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer in the Bureau of African Affairs, is this magazine's regular music reviewer.

Conventional wisdom (or perhaps jealousy on the part of less-talented mortals) holds that child prodigies are doomed to burn out, either musically or emotionally. Happily, Annette DiMedio's March 10 piano recital in the Dean Acheson Auditorium showed that "it ain't necessarily so."



Mr. Honley

Mere seconds after walking onstage, Ms. DiMedio launched into Chopin's "Ocean Waves" Etude (Opus 25, No. 12, in C Minor). Her tempestuous interpretation was worthy of Horowitz, both in terms of technique and sheer power.

Changing gears radically, she next presented the three Debussy "Estampes" (Prints). She substantially enhanced our enjoyment of these delicate, impressionistic vignettes with a few well-chosen words about each movement: "Pagodes" (pagodas), which had an appropriately Oriental flavor; "La Soiree dans Grenade" (evening in Grenada), into which a habenera crept; and "Jardins sous la pluie" (gardens in the rain), which brought the suite to a gentle close.

Returning to Chopin, the pianist seamlessly integrated the themes of the Scherzo No. 2 in B-flat Minor, giving each its due while still communicating the work's unity. She closed her recital with a bravura treatment of "Autumn Leaves," dedicated to a State employee and close friend in the audience.

One final note: I believe this recital represents the first time in the "State of the Arts" series that two sisters have performed. (Regina DiMedio accompanied baritone Tom Pedersen in his November 4 program.)

Clearly, the DiMedios have extraordinary talent. □

## Singer/pianist performs for Black History Month

Due to a series of mishaps, it took three tries for singer and pianist James Wilkerson to be able to perform in the State of the Arts series, but on March 3, he finally appeared in the East Auditorium to a small but appreciative audience.

While it occurred a little after the fact, his recital aptly celebrated "Black History Month" by presenting three songs grounded in the gospel and jazz traditions. First came a contemporary selection: "Jesus, The Light Of The World." He followed this with an old favorite, "Nobody Knows The Trouble I've Seen," in his own, sensitive arrangement, and concluded with another song in the style of a spiritual, "Walk With Me."

The performer's singing voice was impressive enough by itself, but his piano-playing was equally noteworthy, especially considering one other fact: James Wilkerson happens to be blind. But as the energy he brought to this recital demonstrates, he clearly does not let obstacles of any kind hold him back.

His program also featured Lynn Booker, who prefaced each of Mr. Wilkerson's three songs with informative remarks about the origin, purpose and future of Black History Month. □

## Levine School students in 'State of Arts' series

Washington is privileged to have an institution like the Levine School of Music in its midst, and the Department was especially fortunate to have three of its student ensembles perform on February 17 in the Dean Acheson Auditorium.

The first of these featured two students (Soheil Nasser, piano, and Ivan Hodge, violin) and a faculty member (John Gevorkian, cello) performing the Allegro movement from Rachmaninoff's "Elegy Trio." Perhaps because Rachmaninoff gives the piano and the

cello more to do than the violin (unusual for a work in this form), the balance took a little while to settle into place. But once it did, the three performers made a compelling case for the work.

Next came a woodwind trio, featuring Scott Lipman, clarinet; Kelly Berge, oboe; and Paul Powers, bassoon, in a charming work by the early-20th-century French composer Georges Auric, full of piquant touches. The performers were clearly up to the rigorous technical challenges of the trio, though tuning was occasionally unsteady. But paradoxically, that factor actually enhanced the work's tongue-in-cheek sensibility.

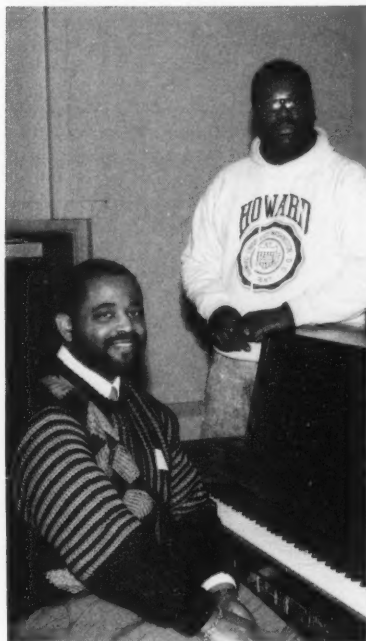
Another Allegro movement—from the Dvorak Piano Quintet in A—concluded this all-too-brief recital. Ivan Hodge returned to the stage as second violin, joined by Emmanuel Hodge, first violin; Ellen Butters, viola; Margaret Polifko, cello; and Sean Mario, piano. Each artist brought out his or her moments in the melodic spotlight, but this reviewer was especially impressed by Mr. Mario's attentiveness to his fellow performers. He definitely has a promising career ahead of him. □

## State Department's Alvin Thorne fills in as jazz singer

The bad news was that the audience for the February 3 "State of the Arts" program didn't get to hear pianist James Wilkerson as advertised, due to illness in his family. But the good news was that other artists entertained us instead.

First up were Alvin Thorne, a talented jazz/gospel singer who works for the Department, and his accompanist, Richard Brown. One would never have known that they were appearing without a chance to warm up beforehand: apart from minor hoarseness on high notes (which was only to be expected), Mr. Thorne brought technique and spirit to renditions of "I'm Learning How To Live Right," and "It's All Right—You Can Come Home." For his part, Mr. Brown needed only a few moments to adjust to the pitfalls inherent in the East Auditorium instrument before he made it sound like a real piano. The duo should definitely present a full program in its own right as





Alvin Thorne with accompanist Richard Brown. (State Department photo)

soon as possible.

Caryl Traten Fisher (who arranges the "State Of The Arts" recitals) then gave a completely impromptu performance of the first movement of Beethoven's "Moonlight Sonata." Perhaps because of all the piano lessons she's given on that instrument, she repeated Mr. Brown's feat of taming the beast and making it sound musical. □

## Henriette Lund sings 'Voice of an Angel'

Both Henriette Lund and some of her voice students have performed in the "State of the Arts" series before, so it was with high hopes that this reviewer anticipated her January 27 recital in the Dean Acheson Auditorium.

Her intriguing program got off to a good start with "Voce il donna" (the voice of an angel), an aria from Ponchielli's best known opera, "La Gio-

conda" (1876). Ms. Lund effectively communicated the character's pious expression of thanks to the woman who has saved her from the Inquisition.

She then turned to four songs by Wagner (Wesendonk-Lieder). Composed between 1857-59, these bear unmistakable affinities to musical and dramatic themes he explored more fully in "Tristan und Isolde." This reviewer should stipulate up front that his idea of musical hell would be nonstop Wagner; even so, in small doses, even he could appreciate the merits of these songs.

Regrettably, Ms. Lund was not in her best form for the occasion. Perhaps because of vocal fatigue, her vibrato became increasingly heavy and distracting; by the final song, she was unable to sustain any pitches for more than a few seconds.

Her final two selections were from Saint-Saens' opera "Samson et Dalila": "Amour! Viens Aider Ma Faiblesse!" (Love! Come to aid my weakness!) and "Mon coeur s'ouvre a ta voix" (my heart opens at your voice). These two arias were less troubled by vocal problems than the Wagner had been, and brought the recital to a satisfying conclusion.

Pianist Buddy Clark should be commended for his ability to bring out the orchestral colors of each aria's accompaniment. ■

## Yardstick

—(Continued from Page 26)

leaders" to accept travel to and around the United States, courtesy of the U.S. taxpayer.

Underlying premise: New Friends For America were wrested from these pits of implacable hostility. Done either by the rated officer's sheer charisma and argumentative brilliance, or by the returned pilgrim's recent exposure to the American reality. Again, we remained unmoved unless concrete instances of these Miraculous Conversions were provided.

5. *Mentor/protege relationships.* These were nearly always discreetly veiled from view. But when they did appear—serving to explain otherwise mystifying assignment patterns or promotion tracks—the panel tended to question the credibility of the rated officer's performance evaluations overall.

## Drafting desiderata

6. *Scarcity of rated commentary.* The rated officers' comments page extends to the officers an annual opportunity to address unknown members of future panels who, nevertheless, will make momentous decisions about their careers. Many rated officers apparently accept the shibboleth of the "Suicide Box." Still, we found it frustrating that so many declined opportunities, year after year, to illuminate their own performance records.

Many were commended profusely, for example, for superior drafting skills. But the panel gained no direct evidence. Other officers allowed stringent criticisms into their permanent performance file without presenting their own side of clearly controversial situations. In nearly all cases where the rated officers *did* supply commentary, the panel appreciated the larger context of the officers' own views on their primary achievements, difficulties and conditions at post, professional goals, assignment patterns and other concerns.

7. *"With aplomb" and other barbarities.* Rating officers should assume, as a given, that their subordinates perform "with aplomb," absent evidence to the contrary. Please protect your panels from the redundant thud of this and other unnatural crimes against the language.

This journal closes with some memorable morsels from the 1992 reporting harvest. (With thanks and appreciation, and often admiration for the creativity of their anonymous authors.)

## Sparklies from the files

—"He is a Man for Some Seasons."

—"It was a year that enhanced my professional growth and personal integrity."

—"(He) is the post's only certified ham."

—"(He) kept his confidence in the face of the Queegian attentions of the consul general."

—"His ability to put humorous thorns on his supervisory stick is especially appropriate to this culture."

—"As the rating officer notes, this is known as a low moral post and serving here has been challenging." ■

# HONORS & AWARDS



POZNAN, Poland—At award ceremony, from left: consul general *J. Christian Kennedy*, *Blazej Mikolajczak*, *Barbara Godek*, *Boleslaw Karaszewski*.



VALLETTA, Malta—Ambassador *Sally Novetzke* presents *Anthony Vella* a plaque on his retirement after 39 years as chauffeur in this Mediterranean nation.



LA PAZ, Bolivia—A Meritorious Honor Award is presented to *Keith F. Sanders*, right, by Ambassador *Charles Bowers*.



**PRAGUE, Czech Republic—Receiving Meritorious Honor Awards, left to right: Jan Valouch, Dianne Wampler, Ambassador Adrian Basora, Vera Strupova.**



**INTER-AMERICAN AFFAIRS—Special of Appreciation from Assistant Secretary assistant Mark Kirk, left, receives Certificate Bernard Aronson. ■**

## Appointments

—(Continued from Page 19)

dant for international affairs at the Army War College until last year, as ambassador to Armenia (STATE, October). He would become the first U.S. envoy to this country.

—Victor Jackovich, chief of the Department's coordinating committee on Yugoslavia, as ambassador to Bosnia and Herzegovina (STATE, November). He would be the first U.S. ambassador to this country.

—Mark Johnson, executive assistant to the under secretary for management, as ambassador to Senegal (STATE, November), to succeed Katherine Shirley.

—Marilyn McAfee, deputy chief of mission in La Paz until last year, as ambassador to Guatemala (STATE, July), to succeed Thomas F. Strook.

—William Pryce, senior director for Latin American and Caribbean affairs on the National Security Council staff until last year, as ambassador to Honduras (STATE, June), to succeed Cresencio S. Arcos.

—Allan Wendt, chargé in Ljubljana, as ambassador to Slovenia (STATE, November). He would be the first U.S. ambassador to this country. ■

—(Continued from inside front cover)

later, I received a weighty package, in a Plain brown wrapper (no return address), which recognized my "36 years of service and dedication to the Government of the United States" (27 of which were with the Foreign Service). Can't say which disappointed me more: the fact that the Department chose to deliver my final "award" in such fashion or that the contents were not what I had assumed them to be, considering the wrappings.

Fortunately, when I left the mission, my colleagues were thoughtful (as I found most Foreign Service people to be over the years), and they took it upon themselves to put together an excellent lunch. In addition, the ambassador (political), William Middendorf, happened to also be spending his last day there, and he kindly fit in a half-hour at "my" lunch and said some nice words.

Shortly after this event, one of my golfing friends here, a lieutenant colonel in the Air Force, was retired. In his case, he was given orders to return to Washington for retirement, including a ceremony in the office of the Secretary of the Air Force (or the chief of staff), with his official retirement being carried out by a general officer who had been a classmate at college.

As Mr. Kux stated, I don't think Foreign Service personnel expect this type of treatment, including marching bands, but it seems relatively simple to me to include in retirement packages a nicely-engraved scroll which could be presented by the ambassador or other senior official. Or maybe even the nice "plain brown-wrapped" plaque could be sent Federal Express without too much expense to the Department!

Sincerely,  
FELIX DOROUGH □

Aw, shucks!

HYATTSVILLE, MD.

DEAR EDITOR:

This letter is just to say thank you for such an informative publication.

I read with interest your article in the March issue, "Now hear this: A disabled officer abroad." This was a heartwarming article. Also interesting is the question-and-answer section, "Ask Dr. Kemp."

I am not an employee of the Department of State; I work for the Department of Commerce, U.S. Foreign and Commer-

cial Service. Every month I look forward to reading your publication. The articles are very informative and interesting. The publication is most attractive and well put together. I am just glad that we are able to share information from one Department to another.

Sincerely,  
MARGIE D. HALL □

### Economize on awards?

ANDERSON, S.C.

DEAR EDITOR:

I am increasingly concerned about the high number of Department employees who receive large monetary awards for outstanding service and/or suggestions to increase efficiency. When I went through the "system," such recognition was acknowledged by an award, a pat on the back by the ambassador and a possible promotion. It was considered part of your job to do outstanding work and to suggest ways to improve office efficiency.

Now that serious efforts seem to be underway to reduce the federal deficit, I suggest that the Department take the lead and announce that, in the interest of reducing costs, future outstanding performance by employees will be acknowledged by awarding a plaque and consideration for promotion.

This action would show that the Department is starting to do its part to help control the national debt, albeit small in nature.

Could you possibly publish the total annual amounts paid out to such recipients over the past five years or so?

Sincerely,  
GORDON J. BRUEGL

*The Office of Performance Evaluation replies: The Department-wide Awards Committee budgets \$85,000 a year for large monetary awards, and \$3,480 was paid out last year by the Suggestion Awards Program. In addition, a few awards are privately endowed, and each bureau is authorized to make individual cash awards of up to \$2,000. □*

### Retiree says: 'Here!'

OPELOUSAS, LA.

DEAR EDITOR:

As to addresses and telephone numbers of retirees, I should like to be included: 648 Natchez Blvd., Opelousas, La. 70570, (318) 942-8085. I keep in

touch with a great number of old friends, but sometimes you do lose touch. This is a great idea.

Sincerely,  
FRANCES W. BREAUX

*The Foreign Service Lounge comments: Retirees who wish to have their addresses and phone numbers made available to colleagues and former colleagues should notify the Employee Services Center, Room 1252, Department of State, Washington, D.C. 20520. □*

### Karachi reunion

WASHINGTON

DEAR EDITOR:

Former students of the Karachi American School, classes of circa 1955 to 1962, are planning a reunion for the weekend of June 25. The reunion will be in Reston and will include a picnic and dinner at the Reston Community Center on Saturday and a brunch at the Reston Hyatt Hotel on Sunday.

Readers interested in renewing old friendships should get in touch with one of the following organizers of this event: Beth Shearer 703-264-1136, Pru Bushnell 703-860-0836, Carol Rogers Naughton 703-860-0760 or Bob Hall 202-363-7614.

Sincerely,  
MARY NELL HANKS  
Foreign Service Lounge □

### Photos wanted

WASHINGTON

DEAR EDITOR:

The Federal Research Division of the Library of Congress is starting work on a series of country-study handbooks to update "The Soviet Union: A Country Study," published in 1991. The countries of the former Soviet Union will be grouped into books by region (e.g., the Baltics). The books will provide an overview of what has happened to, and in, those countries since 1989.

In order to enhance the books with photographs, we ask your readers to share their photos and/or slides of these countries (all materials will be returned). In return, everyone whose materials are used will receive a copy of the book, with each photo acknowledged in print. Please contact me on (202) 245-5229.

Sincerely,  
HELEN FEDOR ■



# O B I T U A R I E S

**John Banyas**, 68, a retired Foreign Service officer who served on four continents, died of mesothelioma at his home in Keysville, Va., on February 23.



Mr. Banyas joined the Service in 1951 and went to Haifa later that year. After serving as an administrative assistant in Vienna, he became a visa assistant in Puerto la Cruz in 1956. He left the Service to work as a planning engineer for the

Cities Service Co., but returned in 1961. The following year he was assigned to Monrovia, where he was promoted to general services officer in 1965. After a posting to Tunis, he went to Saigon as assistant executive officer in 1968. He was assigned to Washington, 1968-72. In 1972 he became general services officer in Addis Ababa. After postings to Montevideo and Guatemala City, he retired in 1977. He held the Superior Honor Award.

Mr. Banyas was born in Fords, N.J., on May 11, 1924. He earned a bachelor's from Rider College. He served in the Navy in the Pacific and the China-Burma-India theaters during World War II. In addition to his wife of 40 years, he leaves two daughters, two sons and eight grandchildren. □

**Elizabeth Barnes**, 98, a retired Foreign Service officer, died in Parkersburg, W. Va., on January 28.

Ms. Barnes joined the Service as a clerk in 1930. After an eight-year assignment in Hankow, she was detailed to Hong Kong in 1938. She held clerical assignments in Bern, Madrid, Rabat and Brussels before becoming mail and records supervisor in Berlin in 1949. She served as administrative assistant, then vice consul, in Hamburg, 1949-53. In 1954 she became vice consul in Mexico City. She was a visa officer in the Department, 1956-59. She served as vice consul in Paris before retiring in 1963.

Ms. Barnes was born in Leroy, W. Va., on September 20, 1894. She worked as a secretary at Yenching University in Beijing and for the commercial attaché in Tokyo before beginning her career at State. Her survivors include a nephew, Ralph Flynn, of Parkersburg. □

**Edmund Francis Becker**, 84, a retired Foreign Service officer, died in Falls Church, Va., on March 21.

Mr. Becker joined the Service in 1958 and became commercial officer in Bonn. He was commercial officer and consul in Frankfurt, 1962-66. In 1966 he returned to Bonn, where he served as counselor for commercial affairs before retiring in 1969.

Mr. Becker was born in Evansville, Ind., on November 11, 1908. He was graduated from George Washington, and attended Georgetown and the National War College. Before State, he worked for 26 years at the Department of Commerce, where he headed the commercial intelligence division and several trade missions. He leaves his wife, Ann Becker of Falls Church, four sons and 12 grandchildren. □

**Lewis E. Bradshaw**, 68, a retired Foreign Service officer, died in Scottsdale, Ariz., on September 17.

Mr. Bradshaw joined the Service in 1954 and went to Seoul the following year. After serving as assistant disbursing officer in Madrid, he went to Mogadishu as disbursing officer in 1960. Next, he was budget, fiscal and disbursing officer in Damascus, 1962-65. In 1965 he became budget and management officer in Abidjan. He was budget, fiscal and disbursing officer in Copenhagen, 1968-72. After an assignment in Washington, he was posted to Warsaw in 1973. He retired in 1974.

Mr. Bradshaw was born in Pennsylvania on January 9, 1924. He worked as an accounting clerk before beginning his tenure at State. His survivors include a brother, Ralph W. Bradshaw, of Scottsdale. □

**Janet E. Clute**, 48, a retired personnel officer at State, died in Carmichael, Calif., on February 16.

Ms. Clute joined the Foreign Service as a secretary in 1973. After a posting to Santo Domingo, she was assigned to Ankara in 1975. In 1978 she went to Jeddah. She became a personnel officer at the post the following year. She was assigned to the Office of Foreign Service National Personnel, 1981-83. She served as personnel management officer in Bangkok before retiring in 1986.

Ms. Clute was born in New York on February 8, 1945. She attended Southern Methodist. She held the Superior and

Meritorious Honor Awards. Her survivors include her husband, Claude Clute, of Loomis, Calif. □

**John P. Crawford**, 56, a retired Foreign Service officer, died in Falls Church, Va., on February 24.

Mr. Crawford joined the Service in 1959 and was assigned to Naples the following year. After working as an information specialist in Washington, he went to Georgetown as supervisory consular officer in 1965. He was economic and commercial officer in Managua, 1967-69. After an assignment in the Bureau of Economic and Business Affairs, he was posted to Abidjan in 1975. He returned to the economic bureau in 1977. In 1980 he became economic officer in Buenos Aires. After holding a similar position in Guatemala City, he was assigned to the Bureau of Inter-American Affairs in 1985. He became an international relations officer in the Bureau of East Asian and Pacific Affairs in 1987. He retired in 1989 but worked as a consultant in the bureau's Office of Freely Associated States Affairs until 1991. He figured in two group Superior Honor Awards.

Mr. Crawford was born in Canton, O., on April 25, 1936. He held a bachelor's from Miami University and a master's from Harvard. He leaves his wife, Ave Crawford of Falls Church, two sons and a brother. □

**Curtis C. Culhane**, 31, a former management analyst at State, died at his home in Shirlington, Va., on March 19.

Mr. Culhane began his career at the Foreign Service Institute in 1982. After holding clerical positions there and in the Bureau of Administration, he was promoted to management analyst in the Bureau of Personnel in 1984. In 1985 he returned to the administration bureau's Office of Operations. He left State in 1988 to become a presidential management intern at the Department of Health and Human Services. Later, he was a presidential intern for Senator Kent Conrad and at the Federal Reserve Board and the Office of Personnel Management. He was a program analyst at Health and Human Services at the time of his death.

Mr. Culhane was born in Morristown, Minn., on May 8, 1961. He received a bachelor's from the University of Wisconsin and a master's from George Washington. He held the Meritorious Honor

Award for his work at State. He leaves his parents, Gladys Stangler and John Alexander Culhane of Morristown, a sister and a brother. □

**Richard L. Ericsson**, 68, a retired accountant at State, died of respiratory arrest at Suburban Hospital in Bethesda, Md., on March 24.

Mr. Ericsson began his career in the Office of the Assistant Secretary for Administration in 1954. He established the financial internal audit staff there and served as its chief until 1958, when he left State to open the Washington office of an accounting firm, Frazer & Torber. He was a partner at other accounting firms before retiring in 1981.

Mr. Ericsson was born in Chicago on January 31, 1925. He served in the Army during World War II. He received a bachelor's from Augustana College. He leaves his wife, Ruth Hager Ericsson of Chevy Chase, Md., a daughter, a son and a brother. □

**Paul Goldberg**, 58, a budget analyst in the Bureau of Finance and Management Policy, died of cancer at his home in Pasadena, Md., on March 10. He was the



**Mr. Goldberg**

husband of Olga Goldberg, an employee in the Bureau of Economic and Business Affairs' Office of Maritime Affairs.

Mr. Goldberg began his career in the Office of Financial Operations in 1986. He was promoted to budget analyst in the Office of Budget and Planning in 1988, a position he held at the time of his death. He earned the Meritorious Honor Award for his work.

Mr. Goldberg was born in Brooklyn on July 6, 1935. He received a bachelor's from New York University and a master's from the University of Maryland. He served in the Air Force, 1955-59. Before State, he was an accounting technician at the Department of the Army and a product, sales and finance manager at companies in Washington and Chicago. A memorial service attended by his co-workers was held at Stallings Funeral Home in Pasadena on March 15. In addition to his wife, he leaves two sons. □

**Eleanor S. Foote**, 81, a retired Foreign Service specialist, died in Denver on February 10.

Ms. Foote joined the Service in 1946 and went to Toyko as a clerk later that year. She became assistant disbursing officer in Brussels in 1949. After an assignment in Washington, she served as disbursing officer in Tripoli, 1953-54, Damascus, 1954-55, and Amman, 1955. She was disbursing officer, then budget and fiscal officer in Oslo, 1955-61. After a final assignment in the Department, she retired in 1964.

Ms. Foote was born in Denver on August 20, 1911. She received a bachelor's from Colorado University. She worked as an accounting clerk at the Departments of Justice, War and Commerce before State. She leaves a sister, Martha Otto, of Belleville, Ill. □

**Ashley Cooper Hewitt Jr.**, 60, a retired Foreign Service officer who rose through the ranks, died of a heart attack at his home in Annapolis on January 5.



**Mr. Hewitt**

Mr. Hewitt joined the Service in 1957. After a posting to Puerto la Cruz, he was assigned to the United Nations in 1958. He was political officer in Quito, 1961-63. After Latin American studies at Columbia, he went to Buenos Aires as an assistant to the ambassador in 1964. In 1967 he became principal officer in Porto Alegre. He was a special assistant in the Bureau of Inter-American Affairs before joining the staff of the National Security Council in 1970. After attending the National War College, he served as deputy chief of mission and chargé in Kingston, 1973-75. Next, he was chief of the economic bureau's Minerals Division, 1975-77. In 1977 he was named director of the Office of Caribbean Affairs. He was political counselor in Madrid, 1979-82, then politico-military counselor in Panama City, 1982-85. He became a member of the Policy Planning Staff before retiring in 1988. He had received the Superior and Meritorious Honor Awards.

Mr. Hewitt was born in New York on May 7, 1932. He earned a bachelor's from

the University of California at Berkeley. He served in the Army during the Korean War. After State, he founded an international business consulting firm. He leaves his wife, Livia Paula Hewitt of Annapolis, a daughter, a son and two sisters. □

**Joseph John Jova**, 75, a former ambassador to Mexico, Honduras and the Organization of American States, died at Washington Hospital Center on March 31.



**Mr. Jova**

Mr. Jova joined the Foreign Service in 1947. He went to Basra as consular and political officer later that year. After an assignment in Tangier, he became principal officer in Oporto in 1952. He was political officer in Lisbon, 1954-57, then officer-in-charge of French and Iberian affairs, 1957-58. He attended the Senior Seminar, 1958-59, then served as chief of the Personnel Operations Division, 1960-61. In 1961 he became deputy chief of mission and consul general in Santiago. He was named chief of mission in Tegucigalpa in 1965. After serving as U.S. representative to the Organization of American States, he became ambassador to Mexico in 1974. He retired in 1977. He held the Wilbur J. Carr Award and the Foreign Service Cup.

Mr. Jova was born in Newburgh, N.Y., on November 11, 1916. He earned a bachelor's from Dartmouth. He served as a naval lieutenant overseas during World War II. After State, he was president for 12 years of Meridian House International, and later, president of the Pan-American Development Fund. He leaves his wife, Pamela Johnson Jova of Washington, two sons, a daughter, a brother, a sister and four grandchildren. □

**Elizabeth (Bessie) Maren Hutson**, 28, the daughter of Thomas Hutson, a Foreign Service officer assigned to the Bureau of European and Canadian Affairs, and Arija Hutson, a voucher examiner in the Bureau of Finance and Management Policy, was killed by an unknown gunman while walking her dogs in Washington on March 23. Her assailant, armed with a shotgun, has also claimed other victims.

Ms. Hutson had accompanied her

parents on postings to Tehran, Belgrade, Winnipeg, Moscow, Lagos and Taipei. She was graduated from Marymount School in London and the University of Maryland, where she earned a bachelor's in philosophy. She held editing and production management positions in Washington, and was active in recycling, community development and animal protection efforts.

A memorial service for Ms. Hutson was held at the Rock Creek Church Parish Hall in Washington on March 27. Over 200 persons, including many Foreign Service friends and community leaders, attended. In addition to her parents, she leaves a brother, Peter Hutson; a sister, Amy Hutson; and her fiancé, Zev Friedman. Her family suggests contributions to "Bessie's FUND" (For Unarmed Neighbors in the District), an organization they have established to promote gun control. Donations may be sent to 1875 Newton Street N.W., Washington, D.C. 20010-1016. □

**Theodore H. Leon**, 85, a retired linguist at State, died at Arlington Hospital in Arlington, Va., on March 12.

Mr. Leon began his Government career as an examinations supervisor at the Office of Censorship during World War II. He joined the Department's language services staff as a translator in 1945. He became a reviewing officer there the following year, and a branch chief in 1950. He was named head of language services in 1957, a position he held until his retirement in 1977. He spoke several languages, including German, Spanish, French and Dutch. He held the Superior Honor Award.

Mr. Leon was a native of West Virginia who earned a bachelor's, master's and doctorate from Washington in St. Louis. He pursued postgraduate studies at the Universities of Berlin, Poitiers and Puerto Rico. He taught at Harris Teachers College for five years before beginning his career in Government. He leaves his wife, Elizabeth Leon, of Arlington. □

**Teodor J. Lopatkiewicz**, 78, a re-

tired Foreign Service officer, died of a heart attack at Fairfax Hospital, Falls Church, Va., on March 3. He was the



**Mr. Lopatkiewicz** Vienna as a visa assistant in 1950. He became a visa officer in Stuttgart in 1954. After a similar position in Paris, he was assigned to the Visa Office in 1960, where he had a role in launching the Department's Cuban political refugee program. In 1964 he was named consul in Athens. He served as consul in Mexico City, 1968-70. Next, he was consul in Kingston, 1970, and Buenos Aires, 1970-73. After a final posting to Poznan, and helping to establish the U.S. mission in Krakow, he retired in 1975.

Mr. Lopatkiewicz was born in Philadelphia on January 31, 1915. He attended the University of Minnesota. He served in the Navy during World War II, surviving when a destroyer was sunk by a mine in the Atlantic. At the end of the war, he was assigned to the Office of Naval Intelligence in Warsaw. After State, he founded the Polish-American Cultural Society of Orlando, Fla., and was active in Polish-American groups in Washington, including the American Center of Polish Culture, which has established a fine arts fund in his name. His family suggests contributions to the Teodor J. Lopatkiewicz Memorial, 2025 O Street N.W., Washington, D.C. 20036. In addition to his daughter, he leaves his wife of 50 years, Verna M. Lopatkiewicz, three sons, a brother, three sisters, two grandchildren and a great-granddaughter. □

**William J. Moore**, 77, a retired Foreign Service specialist, died in Albuquerque on March 11.

Mr. Moore joined the Service in 1963. After a tour as a building maintenance engineer in Tehran, he went to Saigon as general services specialist in 1967. He was a building services specialist in New Delhi, 1969-73. He retired in

1975 after a tour in Islamabad. He held the Meritorious Honor Award.

Mr. Moore was born in Georgia on November 1, 1915. He served overseas in the Army during World War II. Before State, he worked as a foreman and building superintendent for the Department of Health, Education and Welfare, 1947-63. His survivors include two daughters, Adrienne and Shahri Lin Moore. □

**Drew Stephen May**, 46, a retired Foreign Service officer, died in Arlington, Va., on March 24.

Mr. May joined the Service in 1971. After an assignment in Washington, he went to Naples as visa officer in 1973. He was political officer in Panama City, 1975-77. In 1977 he became politico-military officer in Rome. Next, he was an international relations officer in the Office of Pacific Island Affairs, 1981-83. In 1984 he became political officer in Tokyo. He served as political officer, then deputy chief of mission, in Vientiane, 1987-89. He retired last year after serving as a management analyst in the Bureau of Finance and Management Policy.

Mr. May was born in Oklahoma on September 7, 1947. He earned a bachelor's from Yale and a master's from Princeton. He spoke five foreign languages and figured in three group Meritorious Honor Awards. He leaves his parents, Warren and Margaret May of Oklahoma City, a sister and a brother. □

**Wilbur N. Nadel**, 83, a retired Foreign Service officer, died in Anaheim, Calif., on February 26.

Mr. Nadel joined the Service in 1942 and was assigned to Sao Paulo. After an assignment in Washington, he was posted to Fortaleza in 1946. He was an accounting clerk in Oslo, 1949-51, and consular assistant in Yokohama, 1951-53. He was posted to Lahore, 1953-56. He served as consular assistant in Dusseldorf, Frankfurt and Vienna before being named vice consul in Frankfurt in 1957. In 1960 he became vice consul in Jerusalem. He had tours in Amman, 1963-64, and Windsor, 1964-66. After a final assignment in



Stockholm, he retired in 1969.

Mr. Nadel was born in Newark, N.J., on May 22, 1909. Before State, he had been a partner in a refrigeration business and a sales manager for a private firm in Sao Paulo. His survivors include his wife, Berit H. Nadel, of Garden Grove, Calif. □

**William H. McKeldin**, 81, a retired Foreign Service inspector, died at his home in Honolulu on December 3.

Mr. McKeldin began his career at State in 1952 and was assigned to Paris. He became an operations officer at the Foreign Operations Administration in 1953. After serving as an inspector in Manila, he joined the International Cooperation Administration in 1955. He was assigned to Washington before becoming regional inspector in Seoul in 1959. After a similar position with the Mutual Security Agency, he went to Saigon as inspector-in-charge in 1964. He had a final posting to Addis Ababa before retiring in 1974.

Mr. McKeldin was born in Baltimore on July 5, 1911. He received a bachelor's from Johns Hopkins. He was a lieutenant in the Army Air Force who earned a Bronze Star in World War II. Before State, he worked for the War Assets Administration, the Philippine War Damage Commission and the Department of Commerce. He leaves his wife, Maya McKeldin, of Honolulu. □

**Joyce V. Nadelman**, 75, a former Foreign Service secretary and the wife of retired Foreign Service officer E. Jan Nadelman, died of heart failure in New York on January 9.

Ms. Nadelman joined the Service in 1944. She served in Lisbon, London and Prague before resigning to marry her husband in 1947. She then accompanied him on his postings to Warsaw, Rome, Palermo, Poznan, Frankfurt, Berlin and Monrovia.



**Ms. Nadelman (1959)**

Ms. Nadelman was a native of Mt. Vernon, Ind., who earned a bachelor's from Boston University. She served as bursar and secretary to the dean of education at the university before beginning her career at State. She worked as a volunteer in Washington schools and for Neighborhood House and the Arthritis Foundation in New York. In addition to her husband, she leaves a daughter and a son. □

**Charles Peter O'Donnell**, 88, a retired Foreign Service officer, died in Fort Belvoir, Va., on March 11.

Mr. O'Donnell joined the Service in 1948 and was assigned to Colombo. He was political officer and consul in Copenhagen, 1950-53. In 1953 he became economic officer and consul in Belgrade. He was named principal officer and consul general in Bordeaux in 1956. Next, he was assistant director of the Foreign Service Institute and the Senior Seminar, 1958-61. He served as principal officer and consul general in Dhaka before retiring in 1965.

Mr. O'Donnell was born in Chicago on November 3, 1904. He received a bachelor's from De Paul and a master's and doctorate from Harvard. Before entering the Service, he taught political science at De Paul, Loyola and Catholic Universities. After State, he taught at Loyola in Rome and the University of the Congo. He had also been associate dean of Georgetown's School of Foreign Service. He leaves his wife, Katherine O'Donnell of Fort Belvoir, two sons, a daughter and six grandchildren. □

**Renzo Pagan**, 80, a retired Foreign Service officer, died of Alzheimer's disease at Powhatan Nursing Home in Falls Church, Va., on September 20.

Mr. Pagan joined the Service in 1953 and was posted to Beirut later that year. After an assignment as a branch chief in Washington, he went to Madras as public affairs officer and consul in 1960. In 1963 he became an information officer at U.S.I.A. He served as director of the Office of Near East and East Asian Programs in the old educational and cultural bureau before retiring in 1971. He held the Meritorious Honor Award.

Mr. Pagan was a native of Italy who came to the United States in the 1920s. He served with the Office of War Information in the Mediterranean theater

during World War II. Before State, he was a writer, radio announcer and producer at the Voice of America. His avocation was opera-singing, and he had made several recordings. He leaves his daughter, Gabrielle Ficklin of Falls Church, a brother and two grandchildren. □

**Metro W. Salsavage**, 63, a retired Foreign Service specialist, died in Arlington, Va., on March 17.

Mr. Salsavage joined the Service in 1954 and went to Manila as a communications clerk the following year. He served in Kuala Lumpur, 1957-60. After postings to Paris and Moscow, he became communications and records supervisor in Hong Kong in 1962. He was assigned to London, 1965-67, and Johannesburg, 1967-69. After a tour in Washington, he went to Bonn in 1972. In 1975 he returned to the Department, where he was promoted to communications specialist in 1976. He retired in 1980.

Mr. Salsavage was born in Shamokin, Pa., on September 5, 1929. He served overseas in the Army, 1951-54. His survivors include a cousin, Vera Hill, of Arlington. □

**Daniel H. Schiavone**, 77, a retired Foreign Service employee, died in Woodbridge, Va., on January 31.

Mr. Schiavone joined the Service as a guard in 1945. He was assigned to Rome, 1945-51, and Ottawa, 1951-54. In 1954 he became a pouch clerk in Frankfurt. After working as a mail clerk in Athens, he was named mail supervisor there in 1957. In 1961 he became communications supervisor in Bonn. He returned to Frankfurt in 1963 and to the Department in 1967. He served in Bangkok, 1972. After a final assignment in Washington, he retired in 1975.

Mr. Schiavone was born in Buffalo on May 26, 1915. Before State, he served as an Army electrician, 1939-45. He leaves four daughters, two sons, four brothers, six sisters, 13 grandchildren and a great-grandchild. □

**Gladys N. Vance**, 76, a retired secretary at State, died at Montgomery General Hospital in Olney, Md., on March 24.

Ms. Vance began her career at the Department as a clerk in 1946. In 1950 she was promoted to secretary in the inter-American bureau. She became an



office assistant in the bureau in 1960. She worked for several deputy assistant secretaries there before retiring in 1972.

Ms. Vance was born in Haddonfield, N.J., on December 11, 1917. She earned a bachelor's from Columbia Union College. Before State, she worked for the Railroad Retirement Board and the Office of Price Administration. There are no survivors. □

**C. Thayer White**, 86, a retired Civil Service employee and Foreign Service officer, died in Buckhannon, W. Va., on March 6.

Mr. White began his career at State in 1936 as an economic analyst. He became a division assistant in 1939. After Army service during World War II, he returned to the Department as a country specialist in 1945. He served as assistant officer-in-charge of economic affairs, Office of Northeast Asian Affairs, 1951-54. In 1954 he joined the Foreign Service. He went to Singapore as economic officer and consul the following year. He was a supervisory international economist in Washington, 1958-62. He served as economic officer in Bangkok before retiring in 1966.

Mr. White was born in Sulphur Bluff, Tex., on November 11, 1906. He received a bachelor's from Southwestern and a master's from George Washington, where he was also an economics fellow, 1930-34. There are no survivors. □

**Glenn G. Wolfe**, 85, a retired Foreign Service officer, died in Hightstown, N.J., on March 1.

Mr. Wolfe joined the Service in 1947 and was assigned to Rio de Janeiro. After a posting to Athens, he went to Seoul in 1948. He was administrative officer in Berlin, 1949. He was administrative director to the U.S. high commissioner in Germany, in Frankfurt, 1949-52, then executive director of that office in Bonn, 1952-54. After an assignment in Washington, he served as director of administration at the umbrella U.S. Regional Organization in Paris and also as the administrator counselor to the embassy, 1954-59. In 1959 he became deputy chief of mission in Pretoria. He was a politico-military adviser in the Department, 1961-63. After serving as a director of the Office of Cultural Presentations, he retired in 1964. He had earned the Distinguished Honor Award.

Mr. Wolfe was born in Kingwood, W. Va., on July 6, 1907. He attended the University of Wisconsin and the University of Pittsburgh. During World War II, he served as a lieutenant colonel in the Army Air Force. After State, he was vice president of the Institute of International Education in New York before retiring again in 1972. He leaves a daughter, Jacqueline Wolfe West of Washington, a sister, three grandchildren and a great-grandson. ■

## Iron pills are a peril for your children

*The following article was submitted by the Office of Medical Services.*

Although Poison Prevention Week in late March has passed, a recent alert from the Centers for Disease Control and Prevention is worthy of elaboration. The nation's poison control centers report that iron is the most common cause of pediatric poisoning deaths.

There have been documented reports of deaths occurring after toddlers ingested their mother's iron pills. Many pregnant women are required to take these pills during their pregnancy and lactation (breastfeeding). These are purchased over the counter and don't require prescriptions; they're not always sold in child-resistant packaging; and iron tablets are readily available in the U.S. and around the world.

To prevent iron-toxicity deaths, here are some measures everyone should keep in mind.

1. Health care providers and others who prescribe or dispense iron supplements should emphasize to parents the hazards of unintentional iron consumption by children.

2. Adults should be instructed in the proper use of child-resistant packages when they receive all medications. They should always recap the container with the special child-resistant plastic top. It's hoped that in the future iron tablets can be made less appealing by eliminating the use of sugar-coating or attractive colors.

3. Since many prenatal vitamins contain supplemental iron, these containers should also be kept away from

children's reach.

4. Extensive educational efforts should be aimed at persons who take daily iron supplements and who have young toddlers at home.

5. Even though they're a nonprescription drug, everyone should know that iron tablets can be lethal to a child. As few as five or six tablets of a high-potency preparation can be fatal for a 20-pound child. Iron tablets can be as devastating to a child as malaria suppressants and other prescription drugs.

6. Keep all prescription and nonprescription drugs away from toddlers and children, well-out-of-reach in child-resistant packages. Parents must be ever vigilant to protect their children's environment and prevent accidental poisonings. □

## Interdepartmental seminar is set

The Foreign Service Institute is offering a foreign affairs interdepartmental seminar for employees at grade levels FS/FP-2 and GS-13 and above, May 10-21.

The course features speakers from Government, universities and research and business organizations, who will discuss economics, terrorism and narcotics, as well as the interaction of agencies, lobbyists and Congress in the foreign policy process.

Applicants should send Form DS-755 (Request for Training) to the Registrar's Office, B-Level, SA-3. For information, call (703) 875-5140. □

## Help in preparing performance evaluations

The Office of Performance Evaluation announced it will provide training sessions on the Foreign Service performance evaluation process. The sessions will be approximately one hour in length and will provide advice for rating officers, reviewing officers and rated employees on preparation of the employee evaluation report and selection board precepts and procedures. To request the training, contact Jim Hostetler, 647-3412. □

# LIBRARY B O O K L I S T

## Yugoslavia: update of list published in May 1991

### History and politics

- COHEN, LEONARD J. *Broken Bonds: the Rise and Fall of Yugoslavia*. San Diego, Westview Publishing, 1993. 150 p. [on order]
- DENTCH, BOGDAN D. *Limits and Possibilities: the Crisis of Yugoslav Socialism and State Socialist Systems*. Minneapolis, University of Minnesota Press, c1990. 158 p. HX365.5.A6D46
- DJILAS, ALEKSA. *The Contested Country: Yugoslav Unity and Communist Revolution, 1919-1953*. Cambridge, Harvard University Press, 1991. 259 p. DR366.D57
- DRAKULIC, SLAVENKA. *How We Survived Communism and Even Laughed*. 1st American ed. New York, W.W. Norton & Co. 1992. 189 p. HX365.5.A6D73
- DYKER, DAVID A. *Yugoslavia: Socialism, Development, and Debt*. New York, Routledge, Chapman & Hall, 1990. 201 p. HC407.D94
- FERFILA, BOGOMIL B. *The Economics and Politics of the Socialist Debacle: the Yugoslav Case*. Lanham, Md., University Press of America, 1991. 276 p. DK33.N36
- GOW, JAMES. *Legitimacy and the Military: the Yugoslav Crisis*. New York, St. Martin's Press, 1992. 208 p. DR1302.G48
- KAPLAN, ROBERT D. *Balkan Ghosts: a Journey through History*. New York, St. Martin's Press, 1993. 352 p. [on order]
- LEES, MICHAEL. *The Rape of Serbia: the British Role in Tito's Grab for Power, 1943-1944*. 1st ed. San Diego, Harcourt Brace Jovanovich, c1990. 384 p. DR1258.G7L44
- LYDALL, HAROLD. *Yugoslav Socialism: Theory & Practice*. New York, Oxford University Press, 1986. 302 p. HX365.5.A6L92
- NELSON, DANIEL N. *Balkan Imbroglia: Politics and Security in Southeastern Europe*. Boulder, Colo., Westview Press, c1991. 136 p. [on order]
- PAVLOWITCH, STEVAN K. *Tito—Yugoslavia's Great Dictator; a Reassessment*. Athens, O., Ohio University Press, 1992. 128 p. [on order]
- Problems of Balkan Security: Southeastern Europe in the 1990s*. Edited by P. Shoup. Washington, Wilson Center Press, 1990. 286 p. [on order]
- RAMET, SABRINA P. *Balkan Babel: Politics, Culture, and Religion in Yugoslavia*. Boulder, Colo., Westview Press, 1992. 230 p. [on order]
- STOIANOVICH, TRAIAN. *Balkan Worlds: the First & Last Europe*. Armonk, N.Y., M.E. Sharpe, 1993. 272 p. [on order]
- THOMPSON, MARK. *A Paper House: the Ending of Yugoslavia*. New York, Pantheon Books, 1992. 350 p. DR1307.T48
- TODOROVICH, BORIS J. *Last Words: a Memoir of World War II and the Yugoslav Tragedy*. New York, Walker, 1989. 319 p. D811.T583
- The Tragedy of Yugoslavia: the Failure of Democratic Transformation*. Edited by J. Seroka and V. Pavlovic. Armonk, N.Y., M.E. Sharpe, c1992. 207 p. DR1309.T7
- Yugoslavia in the Age of Democracy: Essays on Economic and Political Reform*. Edited by G. Macesich. Westport, Conn., Praeger, 1992. 237 p. HC407.Y822
- Yugoslavia in Transition: Choices and Constraints*. Edited by J. Allcock, J. Horton and M. Miliivojevic. New York, St. Martin's Press, 1992. 461 p. HC407.Y823
- ZAMETICA, JOHN. *The Yugoslav Conflict*. London, Brassey's for the International Institute for Strategic Studies, c1992. 87 p. DR1309.Z3 (Adelphi Paper No. 152)

### Nationalism and ethnic conflict

- ANTIC, LJUBOMIR. *Serbian Terrorism and Violence in Croatia, 1990-1991*. Zagreb, Republic of Croatia, Ministry of Information, 1991. 152 p. DR1595.A58
- BROWN, JAMES F. *Nationalism, Democracy & Security in the Balkans*. Aldershot, Hant Dartmouth Pub., 1992. 300 p. [on order]
- BROWNING, CHRISTOPHER R. *Fateful Months: Essays on the Emergence of the Final Solution*. New York, Holmes & Meier, 1991. 113 p. [on order]
- CVIC, CHRISTOPHER. *Remaking the Balkans*. New York, Council on Foreign Relations, c1991. 113 p. DR48.6.C58
- CUVALO, ANTE. *The Croatian National Movement, 1966-1972*. Boulder, Colo., East European Monographs; New York, Columbia University Press, 1990. 275 p. DB375.C98
- DRAGNICH, ALEX M. *Serbs and Croats: the Struggle in Yugoslavia*. New York, Harcourt Brace Jovanovich, 1992. 202 p. DR1282.D73
- DRAKULIC, SLAVENKA. *Balkan Express: Fragments from the Other Side of War*. 1st American ed. New York, W.W. Norton & Co., 1993. [on order]
- GLENNY, MISHA. *The Fall of Yugoslavia: the Third Balkan War*. New York, Penguin, 1992. 193 p. DR1313.G55
- KOLISEVSKI, LAZAR. *Aspects of the Macedonian Question*. Belgrade, Socialist Thought and Practice, 1980. 250 p. DR701.M4K5513
- LAFFAN, ROBERT G. *The Serbs: the Guardians of the Gate*. New York, Dorset Press, 1989. 299 p. DR317.L34
- MAGAS, BRANKA. *Destruction of Yugoslavia: Tracking Yugoslavia's Breakup, 1980-91*. New York, Routledge, Chapman & Hall, 1993. 384 p. [on order]

- OMRCANIN, IVO. *Croatia 1941-1945: Before and After*. Washington, Samizdat, 1988. 432 p. DR381.C7O38
- POULTON, HUGH. *The Balkans: Minorities and States in Conflict*. London, Minority Rights Publications, c1991. 244 p. DR24.P67
- RAMET, SABRINA P. *Nationalism & Federalism in Yugoslavia, 1962-1991*. Bloomington, Ind., University Press, 1992. 352 p. [on order]
- REZUN, MIRON. *Europe and the War in the Balkans: toward a New Yugoslav Identity*. 1st ed. New York, Paragon House Publishers, 1993. [on order]
- Studies on Kosova*. Edited by A. Pipa and S. Repishti. New York, Columbia University Press, 1984. 279 p. DR2076.S78
- War Crimes against Croatia*. Edited by Ivo Lajtman. Zagreb, Vecernji list, 1991. (in English and Serbo-Croatian (roman)). 171 p. DR1313.W37
- WOODWARD, SUSAN L. *Balkan Tragedy: Chaos & Dissolution after the Cold War*. Washington, Brookings Institution, 1993. 160 p. [on order]

### Foreign relations

- DRANICH, ALEX & SLAVKO TODOROVICH. *The Saga of Kosovo: Focus on Serbian-Albanian Relations*. New York, Columbia University Press, 1984. 203 p. DR381.K59D73
- LAMPE, JOHN, RUSSEL PRICKET & LJUBISA DAMOVIC. *Yugoslav-American Economic Relations since World War II*. Durham, N.C., Duke University Press, 1991. 249 p. HF1578.5.Z5U65
- United States-East European Relations in the 1990s*. Edited by R. Staar. New York, Taylor & Francis, 1989. 326 p. DR38.3.U5U8 (Part IV devoted to Yugoslavia)
- Yugoslavia's Security Dilemmas: Armed Forces, National Defense, and Foreign Policy*. Edited by M. Miliivojevic, J. Allcock, and P. Maurer. New York, St. Martin's Press, 1988. 324 p. UA827.Y84
- COMPILED BY ELIANA PARIS HOLMES ■

### Iran hostage book

Bruce Laingen, who was chargé in Tehran when U.S. diplomats were taken hostage there, has written a book, "Yellow Ribbon," about his experiences in Iran. The publisher is Brassey's, a branch of Macmillan. □

### Library speaker

John Y. Cole of the Library of Congress was the scheduled speaker on April 21 in the Library at State. His topic was "Books Change Lives: Promoting Books and Libraries in the Electronic Age." □

# SUPERC RAT®

THE SUPER BUREAUCRAT

by CHIP BECK ©1993

SUPERC RAT- I'VE DECIDED WE NEED TO CHANGE THE WALL CHARTS AND PLUG ME IN HIGHER ON THE WIRING DIAGRAM. AFTER ALL, YOU'RE JUST A CAREER BUREAUCRAT AND I AM A POLITICAL APPOINTEE.

AH, YES.

IS THAT HIGH ENOUGH?

BOY, THESE CAREERISTS ARE TOUCHY...



CHIP BECK  
©1993

Department of State, U.S.A.  
Bureau of Personnel  
Washington, D.C. 20520

---

Official Business  
Penalty for Private Use

Second Class Mail  
Postage and Fees Paid  
Department of State  
USPS 0278—1859

If address is incorrect  
please indicate change.  
Do not cover or destroy  
this address label.  
Mail change of address to:  
PER/ER/SMG  
SA 6-Room 433  
Washington, D.C. 20522-0602



